

MARR

MODERN SLAVERY STATEMENT
FY2025



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A MESSAGE FROM OUR MANAGING DIRECTOR

As a third-generation, family-owned business, Marr has always believed that how we do business matters just as much as what we deliver.

Our values —trust, safety, teamwork and innovation—guide every decision we make on site, in our offices, on client projects and across our global supply chain.

As our operations expand internationally, we recognise our responsibility to respect human rights and to work actively to prevent modern slavery and labour exploitation in all forms.

This statement reflects the systems, processes and culture we have embedded to manage these risks responsibly. It also reinforces our commitment to transparency, continuous improvement and collaboration with our people, suppliers and clients.

We are committed to strengthening our approach as expectations, risks and our business continue to evolve.



SIMON MARR
MANAGING DIRECTOR
MARR CONTRACTING



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REPORTING ENTITY

This statement is made by **Marr Contracting Pty Ltd ABN 72 001 231 607** ("Marr Contracting") and the entities it controls:

- Marr Contracting (International) Ltd – active operating entity (United Kingdom)
- Marr Contracting International Turkey – dormant (no operations during FY25)
- Marr Contracting Holdings Pty Ltd - dormant (no operations during FY25)
- Marr Dominican Republic S.R.L. – dormant (no operations during FY25)

The dormant entities had no employees, operations or supply chains during FY25 and therefore did not present modern slavery risks during the reporting period.

This statement has been reviewed by the Senior Leadership Team and approved by Managing Director **Simon Marr** on **30 September 2025**.

STRUCTURE, OPERATIONS & SUPPLY CHAINS

Marr Contracting is a third-generation, Australian private company and the world leader in the design and delivery of heavy lift luffing tower cranes and complex crange services.

Registered Office: 2 Chisholm Road, Sefton NSW 2162, Australia.

Head office & yards: Sefton and Villawood, Sydney, Australia.

International offices: London and Leeds, UK.

Workforce: 192 employees; supplementary labour hire and specialist contractors.

Key supply chains:

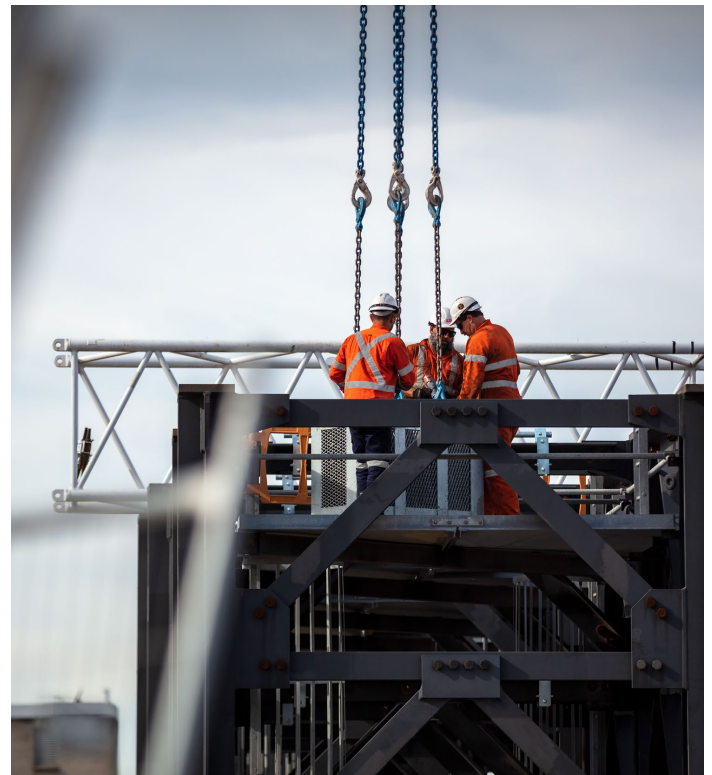
- Crane manufacture and structural steel components from Asia Pacific;
- Electrical, mechanical and hydraulic components primarily from Europe;
- Consumables, personal protective equipment (PPE), information and communications technology services sourced locally; and
- Logistics, yard services (UK) and labour-hire providers in Australia and the UK.

MODERN SLAVERY RISKS

Our key risks arise where low-skill, high-volume labour or raw material extraction meets weak rule-of-law contexts:

1. **Manufacturing and Assembly in Asia Pacific**– potential for excessive overtime, recruitment-fee debt and document retention in heavy-engineering factories supplying cranes;
2. **Steel and fabricated parts** from Asia Pacific– risks of forced labour in upstream smelting and rolling.
3. **Electronic components** – exposure to forced labour in mineral extraction and circuit-board assembly.
4. **Third-party site labour** (riggers, drivers, cleaners) in Australia and the UK – risk of under-payment or sham contracting in subcontractor tiers.

These risks were identified through our supplier questionnaire and spend analysis across FY2024 and FY2025 and desktop country-sector indices.



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ACTIONS IN FY2026 TO ADDRESS RISK

AREA	KEY ACTIONS
GOVERNANCE	Engaged external consultant to review modern slavery controls within Supply Management System.
PROCUREMENT	Updated Procurement Policy requires new suppliers to maintain effective systems to mitigate risk of modern slavery or instances of human rights abuse when part of MARRS supply chain.
DUE DILIGENCE	Updated supplier questionnaire to assess presence of Modern Slavery and Labour Abuse controls; Mandatory modern-slavery clauses added to purchase order general conditions of any value.
SUPPLIER ENGAGEMENT	Conducted two on-site audits of crane manufacturing in Malaysia., as well as fortnightly third party in-person surveillance and reporting during the crane manufacture stage.
TRAINING & AWARENESS	Anti-Bribery & Corruption Policy, Whistleblower Policy, Harassment, Bullying & Workplace Violence Prevention Policy communicated within office locations. These awareness activities apply to employees and contractors across both Australian and UK operations.

ASSESSING ACTION EFFECTIVENESS

We measure progress through quarterly KPIs aligned to four pillars of our Modern Slavery Framework:

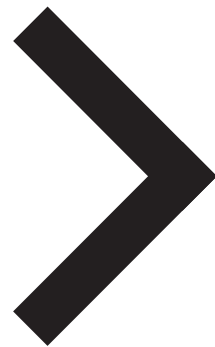
1. Governance & due diligence: Major contracts containing modern-slavery clauses (FY25: 100 %);
2. Supplier engagement: High-risk suppliers completing questionnaire (24/24, 100 %);
3. Supplier compliance: High risk tier 1 supplier performance reviews conducted annually (% to schedule to be measured in FY26);
4. Training: Completion rate for core staff, to be measured in FY26; and
5. Grievance & remediation: Number of cases raised/resolved (0/0).

Results are reviewed by the Head of Supply Chain, Procurement & Logistics – Global and actions taken according to the Marr Supplier Management procedure.

CONSULTATION WITH CONTROLLED ENTITIES

Marr Contracting coordinated a cross-functional senior leadership review comprising of representatives from Operations (AU & UK), Procurement, Finance, HR and HSEQ, ensuring leaders from each entity contributed local risk information.

No additional entities were acquired or divested in FY25.



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FUTURE PRIORITIES (FY26)

- Extend supplier mapping beyond Tier 1 for Asian material inputs to crane manufacture.
- Develop and deploy Modern Slavery awareness training to Marr Personnel.
- Expand the coverage and visibility of our whistleblower mechanism through internal policy and external digital communications.

APPROVAL

This statement is made pursuant to the Modern Slavery Act 2018 (Cth) and section 54 of the UK Modern Slavery Act 2015. It has been approved by the Executive Committee, acting as the principal governing body of Marr Contracting Pty Ltd.

As a Director, I confirm that I have reviewed this statement and that, to the best of my knowledge, it accurately reflects Marr's structure, operations and supply chains, the modern slavery and human trafficking risks identified, and the actions taken during the reporting period to assess and address those risks. The Executive Committee acknowledges its responsibility for the ongoing oversight of these matters and is committed to continuous improvement in Marr's approach to ethical and responsible business practices.



SIMON MARR
MANAGING DIRECTOR

Date: 30 September 2025




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