MODERN SLAVERY STATEMENT FY26

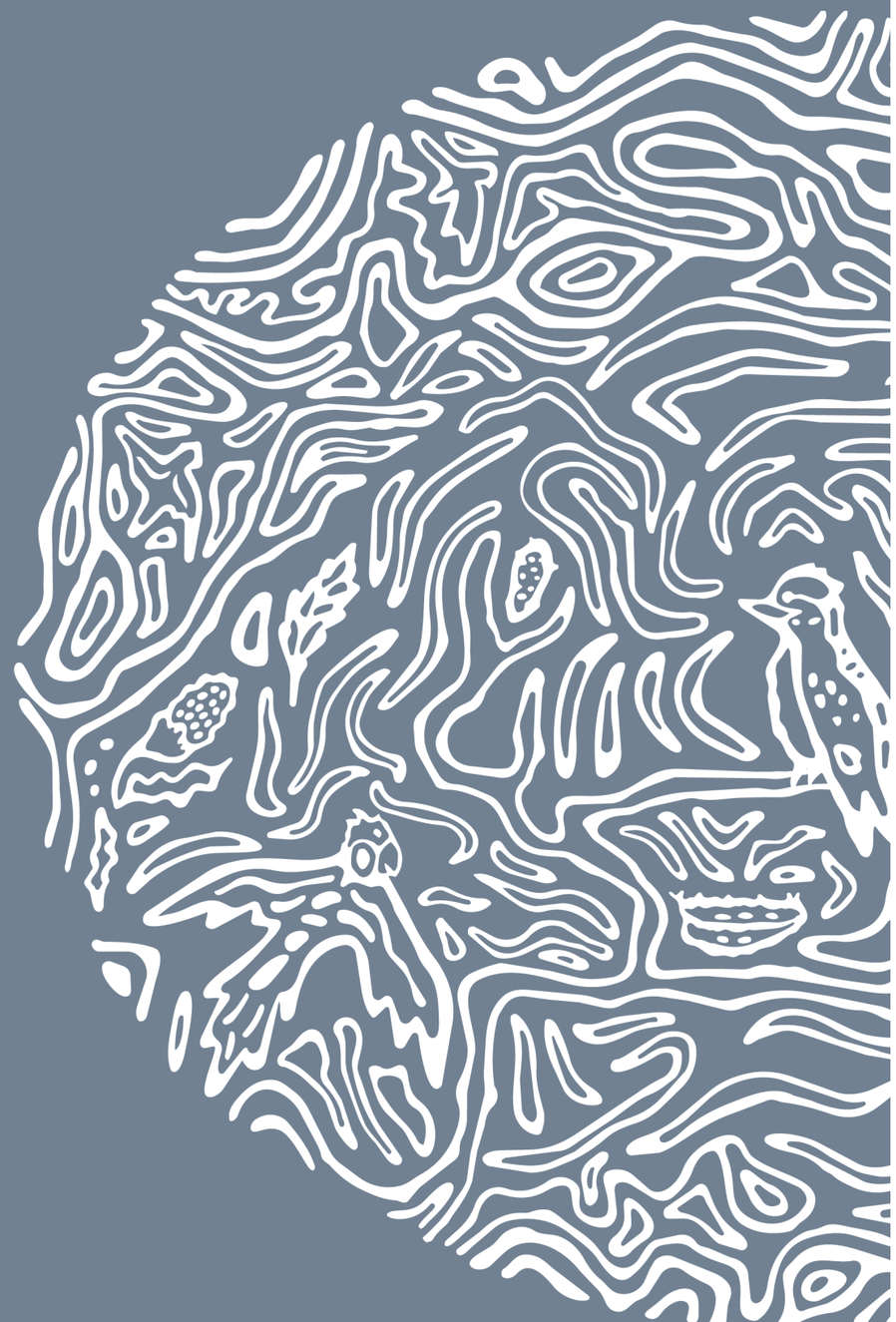
RICHARD CROOKES
CONSTRUCTIONS



Richard Crookes Constructions acknowledges the Traditional Custodians of the lands and waterways we operate on.

In paying our deepest respect to Elders past and present, we recognise their enduring connection to Country and realise the lands on which we build have always been places of innovation and knowledge-sharing.

We honour the rich traditions of First Nations people and commit to learning from and working with Indigenous Communities to build a better tomorrow.



Artwork produced for RCC by Dennis Golding, Kamilaroi / Gamilaraay artist.

CONTENTS

A MESSAGE FROM OUR MANAGING DIRECTOR	4
OUR VALUES	6
ABOUT THIS STATEMENT	6
REPORT STRUCTURE	7
OUR PROGRESS IN SUMMARY	8
STRUCTURE, OPERATIONS AND SUPPLY CHAINS	10
RISK PROFILE	14
RISK MANAGEMENT	22
MEASURING EFFECTIVENESS	24
FY27 PRIORITIES	25
CONSULTATION	26
SUPPORTING DOCUMENTS	27

A MESSAGE FROM OUR MANAGING DIRECTOR

At Richard Crookes Constructions, we believe the way we build matters. That includes how we treat the people connected to our work and the standards we expect across our projects and supply chain.

We know modern slavery remains a real risk in the construction industry, given the number of trades, subcontractors and suppliers involved in delivering our projects. We take that risk seriously and are committed to playing our part in addressing it.

Throughout FY26, we have continued to strengthen our approach in practical ways. We've focused on improving how we assess risk, engaging more closely with our suppliers, and building awareness across our project teams so they understand what to look for and how to respond. Importantly, we are working to make sure these processes are clear and workable in day-to-day project delivery.

Strong relationships are key. We value working with suppliers and subcontractors who share our expectations around fair and respectful working conditions. We are continuing to have more open conversations across our supply chain and supporting a culture where issues can be raised and addressed.

We see this as an ongoing journey. Each year, we are building on what we've learned to strengthen our systems and better understand where risks may exist. While we are proud of the progress we've made, we remain focused on continuing to improve.

This commitment is part of how we work every day. We aim to do the right thing and support an industry where people are treated fairly, safely and with respect.



Jamie Crookes
Managing Director — Richard Crookes Constructions
6 October 2026

OUR VALUES

WE TAKE PRIDE IN OUR WORK

We strive to build remarkable places and strengthen communities by actively working to eliminate modern slavery and fostering relationships built on trust and dignity.

WE DO WHAT WE SAY

Our people, clients, and partners help shape our success. What matters to them—human rights, fairness, and dignity—matters to us. We work alongside them to eliminate exploitation, and build a more sustainable and equitable future.

WE VALUE PEOPLE

At RCC, no one is invisible. We build genuine relationships on a foundation of respect, ensuring every person in our workforce and supply chain is treated with dignity and free from exploitation.

WE WORK SAFELY AS A TEAM

People are at the heart of our business. We collaborate across our business and supply chain to prevent exploitation and uphold human rights.

ABOUT THIS STATEMENT

RCC is the reporting entity under the Modern Slavery Act 2018 (Cth) and it operates across New South Wales and the Australian Capital Territory. RCCQ is a separate legal entity and is not an eligible reporting entity under the Act.

This statement has been prepared by RCC in accordance with the mandatory reporting criteria set out in the Modern Slavery Act 2018 (Cth). While RCCQ is not required to report under the Act, information relating to RCCQ has been included voluntarily because governance, systems, operations, supply chain management processes and risk management approaches are shared across the two entities.

Therefore, this statement is jointly made by Richard Crookes Constructions Pty Ltd (RCC) ABN 33 001 375 266 and Richard Crookes Constructions Queensland Pty Ltd (RCCQ) ABN 12 150 929 123. Unless otherwise stated, references to RCC, we, us and our throughout this statement refer collectively to both entities.

The reporting period covered by this statement is 1 July 2025 to 30 June 2026. This statement was approved by the RCC Board of Directors on 6 October 2026.

REPORT STRUCTURE

This table shows how our Modern Slavery Statement aligns with the mandatory reporting criteria.

The 7 mandatory criteria covered in the statement:

MANDATORY CRITERIA		REPORT SECTION
01	Identify the reporting entity	Structure, operations and supply chain
02	Describe the structure, operations and supply chains of the reporting entity.	
03	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	Risk profile
04	Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	Risk management
05	Describe how the reporting entity assesses the effectiveness of these actions.	Measuring effectiveness
06	Describe the process of consultation with any entities the reporting entity owns or controls.	Consultation
07	Provide any other relevant information.	Supporting documents

OUR PROGRESS IN SUMMARY

During FY26, RCC continued to strengthen its approach to identifying, assessing and addressing modern slavery risks across our operations and supply chain.

Our focus was on embedding modern slavery risk management into everyday business activities, improving supplier engagement, strengthening governance and building workforce capability.

GOVERNANCE + ACCOUNTABILITY

Strong governance remains central to our approach.

Throughout FY26, the ESG Team coordinated RCC's modern slavery program under the oversight of the ESG Committee, Audit, Risk and Compliance Committee and the Board.

Key initiatives completed during the reporting period included:

- Review and update of the RCC Modern Slavery Policy
- Development of a Human Rights Framework
- Completion of an ESG risk assessment across major supply chain categories
- Enhancement of supplier risk profiling and due diligence processes.

The ESG risk assessment identified social and human rights risks across several procurement categories, including steel and fabricated metals, construction materials, electrical components, civil engineering works, fuel supply and labour hire services.

These findings informed RCC's risk-based approach to supplier engagement and due diligence.

ENGAGEMENT + DUE DILIGENCE

We continue to implement effective controls, including modern slavery clauses in supplier and subcontract agreements, compliance with the RCC Supplier Code of Conduct, and requirements to provide modern slavery risk and supply chain traceability information upon reasonable request.

We strengthened our understanding of supply chain risk through our supplier risk management platform.

Risk profiling was expanded across suppliers operating in higher-risk sectors and geographies, enabling improved prioritisation of due diligence activities.

Targeted supplier questionnaires, desktop reviews and client interviews improved our understanding of supply chain risks and informed mitigation strategies.

INTERNATIONAL SUPPLY CHAIN ENGAGEMENT

RCC undertook targeted engagement with selected steel and façade manufacturers operating in higher-risk jurisdictions.

These activities included:

- Desktop reviews of publicly available information
- Issuing supplier questionnaires
- Factory visit observations
- Reviews of governance documentation.

The engagement improved supply chain visibility beyond direct suppliers and strengthened our understanding of labour practices within key manufacturing environments.

TRAINING + AWARENESS

Training and awareness-raising remain important components of our modern slavery approach.

During FY26, we continued to improve modern slavery awareness by providing training across the business and incorporating modern slavery information into site inductions and workforce communications.

We also continue to promote reporting pathways and awareness materials across project sites to support early identification and reporting of potential concerns.

COLLABORATION + ENGAGEMENT

Addressing modern slavery requires collaboration across the construction industry. During FY26, RCC engaged with clients to share information about our governance framework, due diligence activities and approach to managing modern slavery risks.

These discussions strengthened transparency, supported collaboration on shared supply chain challenges and reinforced our commitment to ethical business practices. They also provided valuable opportunities to exchange insights, improve understanding of emerging risks and identify areas for continuous improvement across the project delivery ecosystem.

CONTINUOUS IMPROVEMENT

We continued to strengthen remediation processes, data management systems and reporting frameworks.

These improvements have enhanced oversight, strengthened governance and supported more informed decision-making in relation to modern slavery risk management.

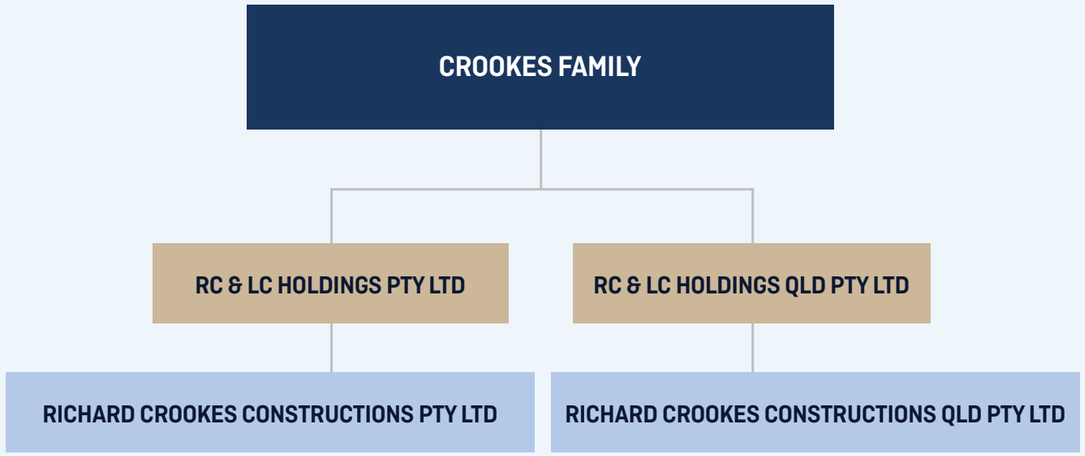
STRUCTURE, OPERATIONS AND SUPPLY CHAINS

Richard Crookes Constructions is an independently owned Australian construction company with a proud history dating back to 1976.

We deliver projects across New South Wales, Queensland and the Australian Capital Territory and operate across a diverse range of sectors, including health, education, defence, commercial, community and industrial construction.

Our projects are delivered through a range of procurement models, including Early Contractor Involvement, Design and Construct and Managing Contractor. Project values typically range from $10 million to $600 million and are delivered on behalf of government, institutional, corporate and private clients.

RCC GOVERNANCE STRUCTURE



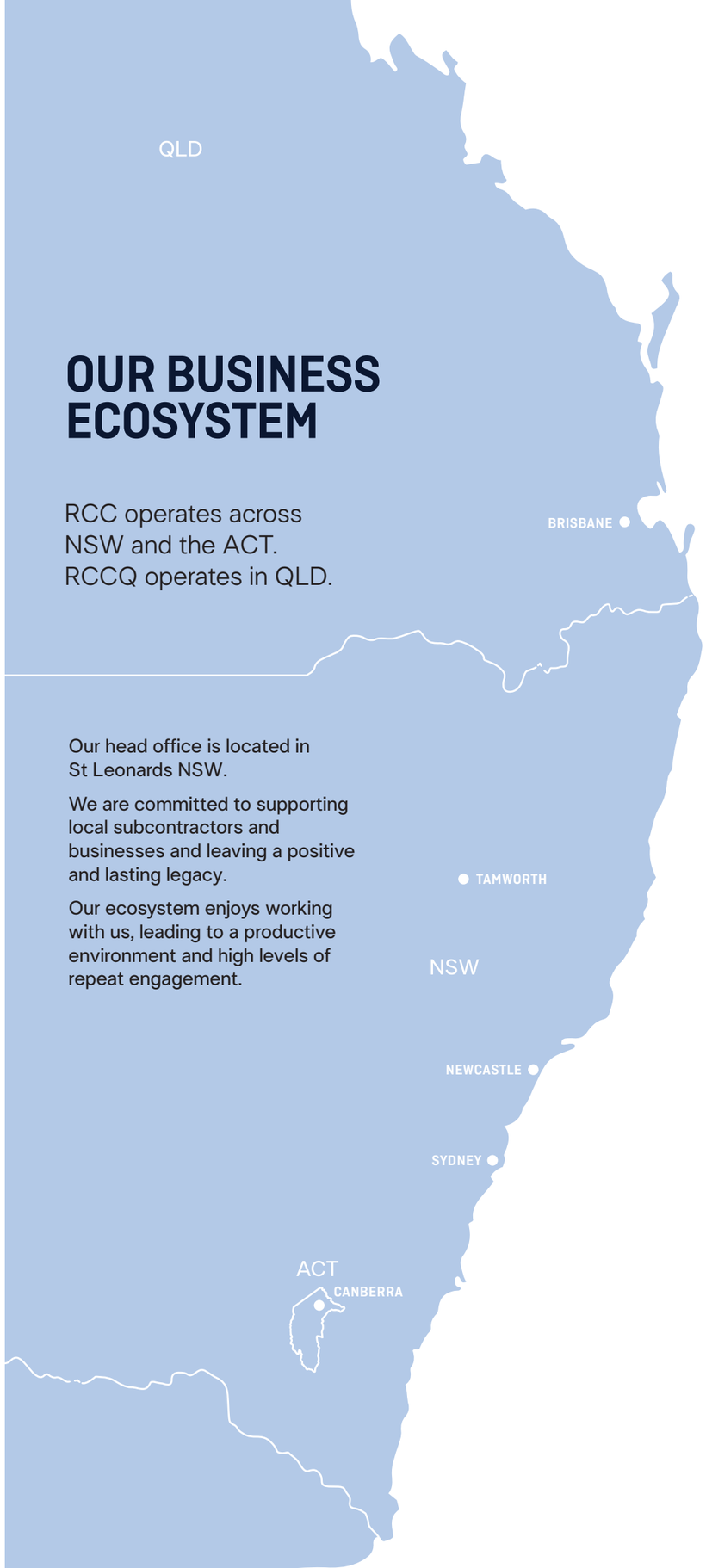
OUR BUSINESS ECOSYSTEM

RCC operates across NSW and the ACT.
RCCQ operates in QLD.

Our head office is located in St Leonards NSW.

We are committed to supporting local subcontractors and businesses and leaving a positive and lasting legacy.

Our ecosystem enjoys working with us, leading to a productive environment and high levels of repeat engagement.



900
direct employees

40+
project sites

5
corporate offices

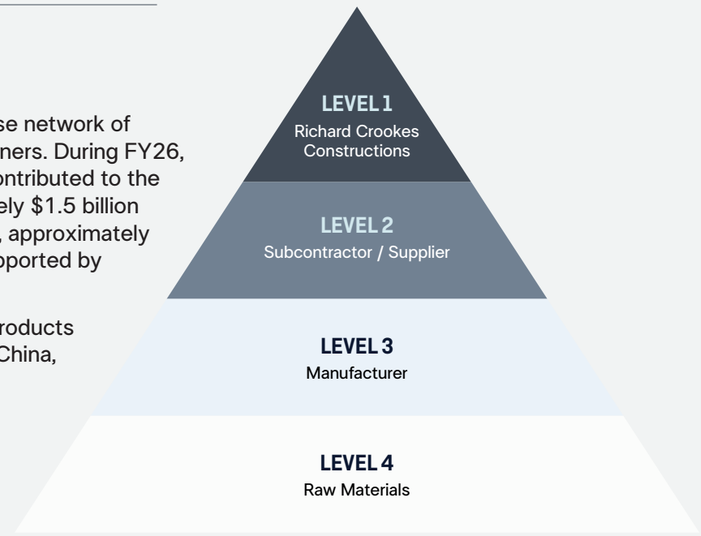
3,300
supply chain partners

200
consultants

SUPPLY CHAIN

RCC's business model relies on a large and diverse network of subcontractors, suppliers and manufacturing partners. During FY26, more than 3,300 suppliers and subcontractors contributed to the delivery of our projects, representing approximately $1.5 billion in annual expenditure. Across our active projects, approximately 3,000 workers were on site on any given day, supported by around 900 RCC employees.

Many Australian suppliers source materials and products from overseas manufacturing markets, including China, Vietnam, Thailand, Malaysia and parts of Europe. As a result, RCC recognises that modern slavery risks may extend beyond our direct suppliers and into the broader supply chain. This informs our risk-based approach to supplier engagement and due diligence.





MODERN SLAVERY RISK GOVERNANCE

CORPORATE DIRECTION + OVERSIGHT

BOARD	• Approves statement and approach to modern slavery • Gives direction to ARCC
AUDIT, RISK + COMPLIANCE COMMITTEE (ARCC)	• Reviews and endorses statement for Board approval • ARCC gives direction to ESG Committee
ESG TEAM	• Leads modern slavery initiatives • Consults with subject matter experts • Considers risks and recommends statement for business approval • Continual improvement • Escalation of issues

OPERATIONAL DELIVERY

ESG COMMITTEE	• Drives coordinated action, share insights and strengthen modern slavery approach
ESG STEERING COMMITTEE	• Sets direction and endorses actions of ESG Committee
OPERATIONS LEADERSHIP TEAM	• Leads operations across each business unit
COMMERCIAL + RISK TEAM	• Oversees the execution of contracts, agreements and screening in line with modern slavery statement
PROJECT TEAMS	• Inducts supply chain into modern slavery approach and monitors for site-based issues
PEOPLE & CULTURE TEAM	• Manages and assists in remedying issues raised

RISK PROFILE

As a construction company operating in Australia, we recognise that modern slavery can occur in various forms, including forced labour, debt bondage and exploitation of vulnerable workers.

While Australia has strong workplace protections, risks may exist deeper within supply chains, particularly where products are sourced from areas with different labour standards or lower levels of transparency.

OPERATIONAL RISKS



LABOUR HIRE & SUBCONTRACTING

Our projects often involve multiple tiers of subcontractors and labour hire agencies. This complexity can obscure visibility over employment practices, increasing the risk of exploitation such as underpayment, excessive working hours, or unsafe conditions.



MIGRANT & TEMPORARY WORKERS

Construction relies on a diverse workforce, including migrant and temporary workers who may face language barriers, limited awareness of rights, and dependency on recruiters. These factors heighten vulnerability to coercion or deceptive recruitment practices.



BUSINESS MODEL PRESSURES

Short project timelines, intense price competition and reliance on subcontracting or temporary hire.

SUPPLY CHAIN RISKS



RAW MATERIALS

Key materials such as steel, stone, and timber may originate from regions with documented forced labour practices, including bonded labour in brick kilns or state-imposed labour in certain jurisdictions.



MANUFACTURED PRODUCTS

Fixtures, tiles, electrical components, and personal protective equipment (PPE) are often sourced globally. In some countries, weak labour enforcement and poor factory oversight increase the likelihood of exploitation.



COMPLEX GLOBAL SUPPLY CHAINS

Our supply chains span multiple countries and involve numerous intermediaries, making it challenging to trace labour conditions beyond level 2 suppliers.

SUPPLY CHAIN VISIBILITY

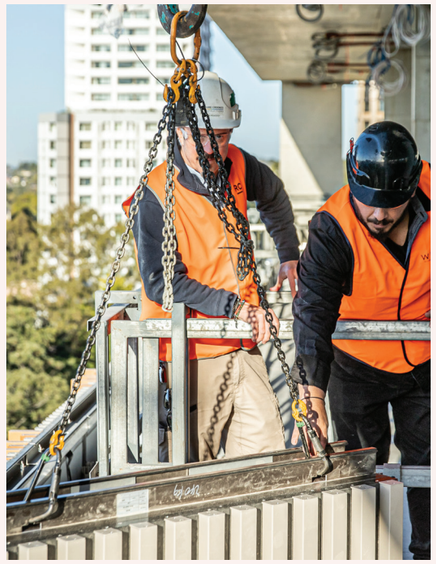
SUPPLY CHAIN	VISIBILITY	RISK PROFILE
Level 1 — Head Contractor	High	Low
Level 2 — Subcontractor / Supplier	Medium	Medium
Level 3 — Manufacturer	Medium	High
Level 4 — Raw Materials	Low	High

PRIORITY RISK SECTORS

RCC uses the United Nations Guiding Principles (UNGPs) to assess how modern slavery risks may be connected to our business.

Risks may be caused by our activities, contributed to through our actions, or directly linked to our operations and supply chain through our business relationships.

The classifications in this table help us understand our connection to each risk and determine the most appropriate response.



When identifying and addressing modern slavery risks, there are three ways a business may be involved.

Based on supplier profiling activities, RCC continues to identify the following sectors as requiring heightened attention:

KEY: UNGPS CONTINUUM OF INVOLVEMENT	
Cause	Where a business directly causes modern slavery through its actions or omissions.
Contribute	Where a business' actions or omissions contribute to or enable modern slavery to occur.
Directly linked	Where a business is linked to modern slavery through its operations, products, services, supply chain or other business relationships, even where it has not caused or contributed to the harm.

SECTOR / INDUSTRY	RISK INDICATOR	RISK DESCRIPTION	CONTINUUM OF INVOLVEMENT
IMPORTED STEEL	Geographic / Sector	Modern slavery risks may exist within offshore steel manufacturing due to labour-intensive production, migrant labour, subcontracting arrangements and limited visibility beyond Tier 1 suppliers. Common risks include: • Forced labour • Debt bondage • Deceptive recruitment • Excessive working hours.	Directly linked
FACADE SYSTEMS	Geographic / Sector	Façade systems often involve complex international supply chains spanning aluminium production, glass manufacturing and assembly. Common risks include: • Forced labour • Debt bondage • Deceptive recruitment • Excessive working hours • Exploitation of vulnerable workers.	Directly linked
STONE PRODUCTS	Geographic / Sector	Risks may exist within quarrying, processing and manufacturing operations, particularly in jurisdictions with weaker labour protections. Common risks include: • Forced labour • Child labour • Debt bondage • Deceptive recruitment practices • Excessive overtime • Exploitation of vulnerable workers.	Directly linked
ELECTRICAL COMPONENTS	Sector / Industry	Electrical products often rely on complex global supply chains involving multiple manufacturing tiers. Common risks include: • Forced labour • Debt bondage • Deceptive recruitment practices • Excessive overtime • Exploitation of vulnerable workers.	Directly linked
PERSONAL PROTECTIVE EQUIPMENT (PPE)	Geographic / Sector	PPE is commonly sourced from overseas manufacturing environments where production is labour intensive and supply chains can be difficult to trace. Common risks include: • Forced labour • Debt bondage • Deceptive recruitment practices • Excessive overtime • Exploitation of vulnerable workers.	Directly linked
LABOUR HIRE SERVICES	Sector / Industry	Labour hire presents elevated risks due to workforce vulnerability, recruitment practices, subcontracting layers and potential reliance on migrant or temporary workers. Common risks include: • Underpayment • Coercion • Debt bondage • Deceptive recruitment practices • Exploitation of vulnerable workers.	Contribute / Directly linked

SUPPLIER RISK PROFILING

During the reporting period, we did business with around 3,300 suppliers and subcontractors based in Australia, with a total spend of around $1.5 billion. Annual spend per supplier / subcontractor ranged from less than $100 up to $28 million.

Throughout the reporting period, we focused on risk profiling suppliers and subcontractors with an annual spend exceeding $1 million, representing approximately 226 businesses or 7% of our total supplier and subcontractor base.

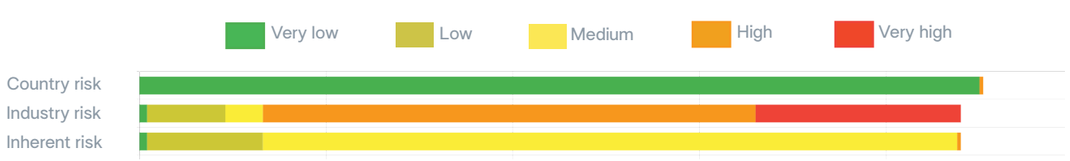
Each of these entities was categorised by country of operation and industry sector, then uploaded into the central software platform for systematic assessment.

Using these factors, suppliers were ranked according to their relative risk exposure, enabling us to prioritise engagement and due diligence activities with those operating in higher risk sectors. This approach is intended to deliver the greatest impact in mitigating modern slavery risks.

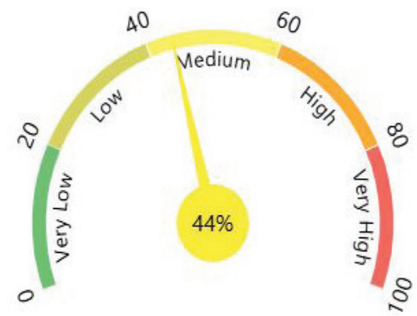
The risk profiling shows that most of RCC's high-spend suppliers are based in a country with a low risk of modern slavery. However, many suppliers operate in industries that are considered to have a higher risk of modern slavery. As a result, RCC's overall supplier risk profile is mainly rated as medium risk.

This means that RCC's modern slavery risk is more closely linked to the types of goods and services being procured than the location of the suppliers themselves.

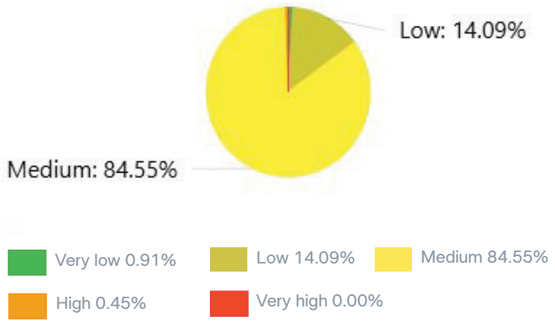
RCC FY26 HIGH SPEND SUPPLIER'S INHERENT RISK SUMMARY



AVERAGE SUPPLIER RISK



SUPPLIER RISK





In addition, RCC undertook an ESG risk assessment across key supply chain categories to support the identification and prioritisation of modern slavery and human rights risks.

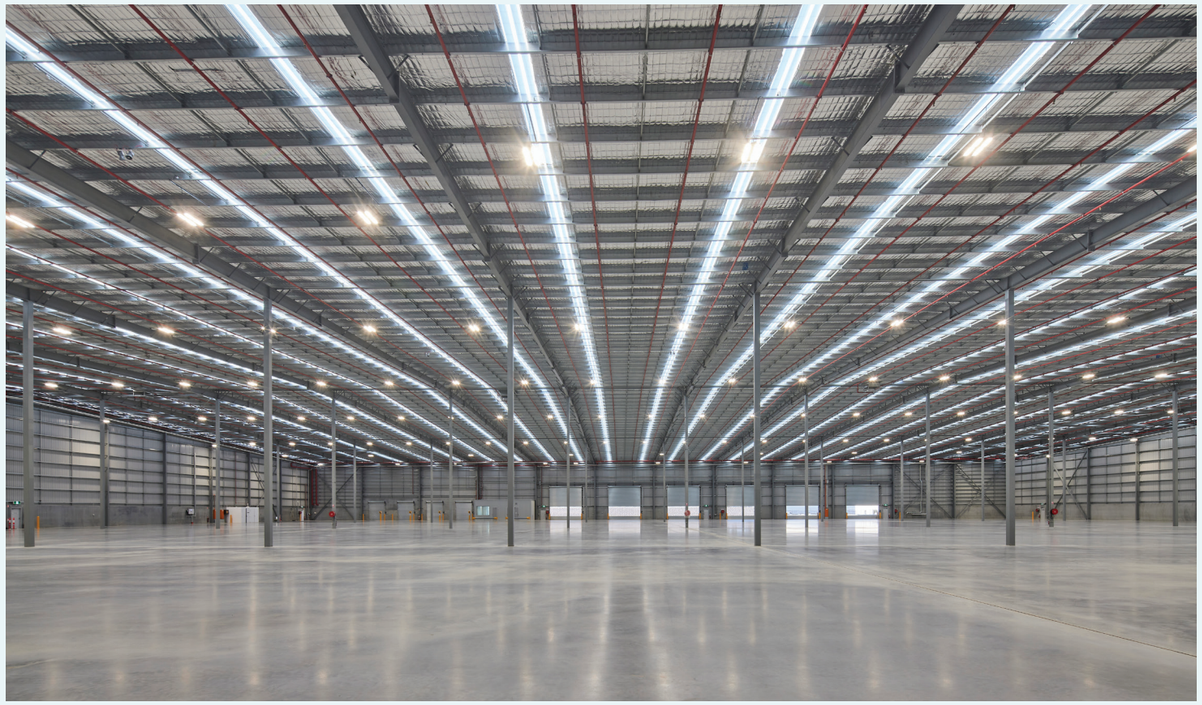
The assessment identified higher-risk categories, including steel and fabricated metals, construction materials, electrical components and equipment, civil engineering works, fuel supply and labour hire services. Key risk themes included global manufacturing supply chains, labour-intensive subcontracting arrangements, labour hire practices and limited visibility beyond direct suppliers.

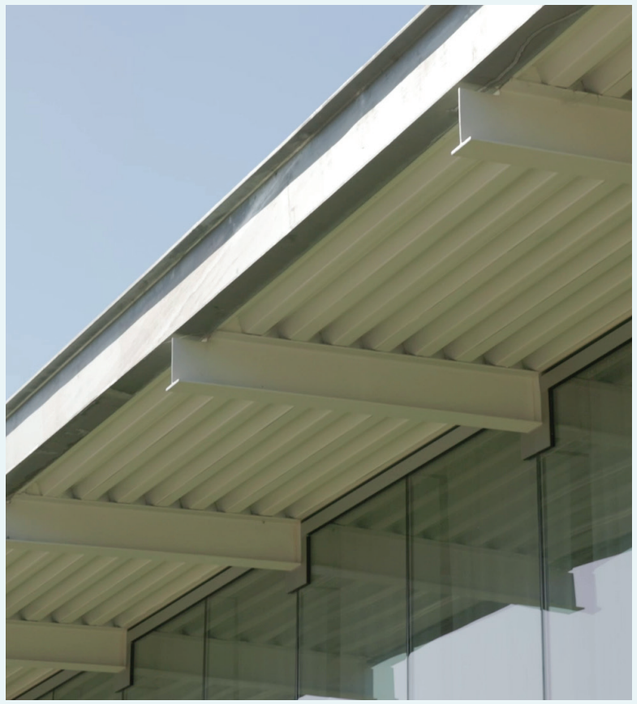
The ESG assessment complements RCC's use of the software platform. Together, these tools enable us to better understand broad industry risk exposures and individual supplier risks, informing a targeted and risk-based approach to supplier due diligence, engagement and monitoring activities.

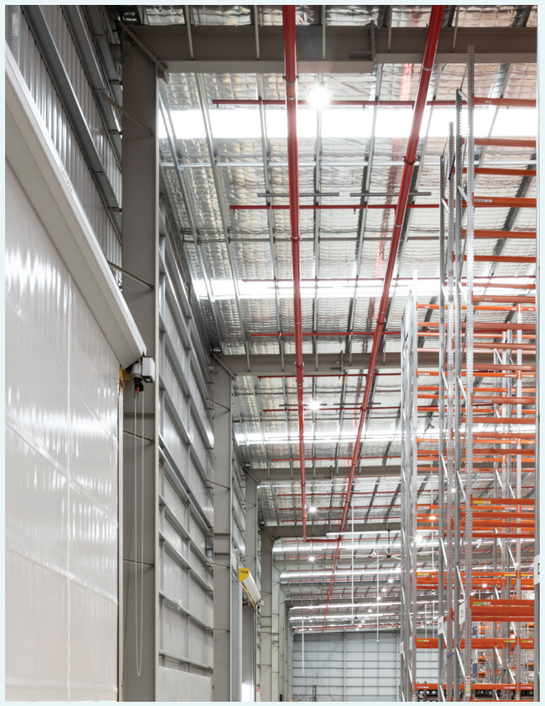
The combined insights are used to prioritise resources towards higher-risk supplier categories and suppliers with the greatest potential exposure to modern slavery and human rights risks.

SUPPLY CHAIN CATEGORY	OVERALL ESG RISK RATING
STEEL AND FABRICATED METALS	4.00
CONSTRUCTION MATERIALS	3.80
FUEL SUPPLY	3.53
CIVIL ENGINEERING WORKS	3.45
ALUMINIUM SUPPLY	3.43
ELECTRICAL COMPONENTS & EQUIPMENT	3.43
LABOUR HIRE / EMPLOYMENT SERVICES	2.35









CASE STUDY
INTERNATIONAL SUPPLIER ENGAGEMENT AND DUE DILIGENCE

Improving visibility beyond direct suppliers remains an important component of RCC's approach to modern slavery risk management.

During FY26, RCC undertook targeted due diligence activities with a structural steel manufacturer in Vietnam as part of our risk-based supplier engagement program.

The supplier completed RCC's Modern Slavery Questionnaire, providing information on workforce composition, employment arrangements, health and safety practices, worker grievance mechanisms and governance controls relating to human rights and modern slavery.

RCC reviewed supporting documentation provided by the supplier, including commitments relating to the prohibition of forced labour, child labour, human trafficking and other forms of exploitation.

To complement the desktop assessment, RCC representatives visited the manufacturing facility and observed site conditions, worker amenities and workplace safety practices. No indicators of modern slavery or significant labour concerns were identified.

While inspections alone cannot eliminate risk, the engagement provided valuable insight into labour practices within an important supply chain tier and validated information obtained through supplier modern slavery questionnaires.

RCC will continue to undertake targeted supplier engagement activities where appropriate to improve transparency and support responsible labour practices across our value chain.



RISK MANAGEMENT

RCC maintains a framework of policies, procedures and controls designed to identify, assess and address modern slavery risks across our operations and supply chain.

Our approach combines governance, supplier due diligence, workforce capability building and accessible reporting mechanisms to support the effective management of human rights and modern slavery risks.

POLICIES AND GOVERNANCE

Our approach to managing modern slavery risk is supported by a suite of policies, procedures and governance mechanisms that establish clear expectations for employees, suppliers and business partners. Key documents include our Modern Slavery Policy, Modern Slavery Remediation Policy, Supplier Code of Conduct, Whistleblowing Policy and ESG Strategy.

During FY26, RCC developed a Human Rights Framework to articulate our commitment to respecting and promoting human rights across our operations, workforce and supply chain. The framework brings together our existing policies, practices and commitments, providing a consistent approach to understanding and addressing human rights risks across the business.

Together, these policies, governance processes and human rights commitments support the identification, assessment and management of modern slavery risks, while reinforcing RCC's expectation that business is conducted ethically, responsibly and with respect for the rights and dignity of all people.

SUPPLIER DUE DILIGENCE

RCC seeks to partner with suppliers and subcontractors who share our commitment to ethical business practices and respect for human rights. As part of our onboarding and ongoing supplier engagement processes, suppliers are required to complete our prequalification requirements and



agree to work in accordance with the expectations outlined in the RCC Supplier Code of Conduct. These sub-contractor agreements include compliance with modern slavery requirements.

Modern slavery considerations are embedded within our supplier due diligence process. Assessments consider factors such as geographic location, industry sector, products and services supplied, and the maturity of a supplier's governance framework. This risk-based approach enables us to focus resources on areas of greatest potential exposure and prioritise engagement where enhanced due diligence may be required.

SUPPLY CHAIN ENGAGEMENT

RCC works closely with suppliers and subcontractors to strengthen relationships, improve supply chain transparency and promote a shared understanding of modern slavery risks and responsibilities. We recognise that effective risk management relies on collaboration and open communication across the supply chain.

As part of our risk-based approach, suppliers operating in higher-risk sectors, geographies or product categories may be subject to enhanced due diligence, including targeted questionnaires, requests for supporting documentation and further engagement. Where potential concerns or gaps are identified, these matters would be reviewed and escalated through RCC's governance processes to ensure prompt and appropriate action is taken and opportunities for continuous improvement are identified and addressed.

WORKFORCE AWARENESS AND TRAINING

Training and awareness are an important part of RCC's approach to identifying and managing modern slavery risks. We provide modern slavery awareness training to help our people understand the indicators of modern slavery, recognise potential risks within our operations and supply chain, and understand their role in preventing and reporting exploitation.

Through training, inductions, awareness posters and ongoing communications, we continue to build capability across the business and support a culture where human rights are understood, respected and embedded into everyday decision-making, including procurement and supply chain engagement.

REPORTING AND REMEDIATION

RCC maintains several mechanisms through which employees, subcontractors, suppliers and other stakeholders can raise concerns. These include direct reporting through management channels, People and Culture reporting pathways, the independent reporting hotline and protections available under RCC's Whistleblowing Policy.

Where concerns are raised, they are assessed and managed in accordance with RCC's Modern Slavery Remediation Policy, which outlines the process for investigating issues, supporting affected individuals and implementing appropriate corrective actions.

No matters were identified for remediation or required escalation during the reporting period.



MEASURING EFFECTIVENESS

RCC assesses the effectiveness of its modern slavery program through a range of monitoring, review and continuous improvement activities.

These activities help determine whether our policies, processes and controls are operating as intended and support the ongoing development of our modern slavery framework.

GOVERNANCE REVIEWS

The effectiveness of RCC's approach is reviewed through regular policy reviews, reporting to senior leadership and the Audit Risk and Compliance Committee and the Board. These governance processes provide accountability and help ensure modern slavery risks remain a strategic focus across the business.

SUPPLIER MONITORING

RCC monitors supplier engagement and due diligence activities to assess whether risk management controls are being effectively implemented. This includes reviewing supplier questionnaire completion rates, monitoring supplier risk assessments, targeted reviews and supplier engagement where appropriate and undertaking procurement compliance audits to confirm that modern slavery requirements are being applied consistently.

TRAINING AND AWARENESS

Training effectiveness is assessed by monitoring completion rates for mandatory training programs, participation in site and corporate inductions and engagement with awareness initiatives. These measures help RCC understand whether employees and supply chain partners are equipped to identify, prevent and report potential modern slavery risks.

SPEAK-UP MECHANISMS

RCC promotes a culture where employees, subcontractors, suppliers and other stakeholders are encouraged to raise concerns regarding potential modern slavery, human rights issues or other inappropriate conduct. We regularly review the accessibility and visibility of our reporting channels, including the independent reporting hotline, whistleblower processes and internal reporting mechanisms, to ensure concerns can be raised safely and confidentially.

No modern slavery related reports were received during the reporting period.

CONTINUOUS IMPROVEMENT

RCC regularly reviews emerging risks, industry developments, stakeholder expectations and lessons learned from internal activities to identify opportunities for improvement. Findings are used to strengthen policies, procedures, training programs and supplier engagement activities, ensuring our approach continues to evolve in response to changing risks and expectations.

FY27 PRIORITIES

RCC recognises that addressing modern slavery requires ongoing attention, continuous improvement and collaboration across our operations and supply chain.

During FY27, we intend to build on the foundations established to date by strengthening governance, enhancing supply chain due diligence and promoting greater transparency across our value chain.



GOVERNANCE + CAPABILITY

Continue strengthening internal capability through training, awareness initiatives and the ongoing review of policies, processes and governance arrangements to support the effective identification and management of modern slavery risks.

SUPPLY CHAIN DUE DILIGENCE

Enhance supplier engagement and risk-based due diligence activities to improve visibility of supply chain risks and strengthen responsible sourcing practices across higher-risk sectors, products and geographies.

COLLABORATION + TRANSPARENCY

Increase collaboration with clients, suppliers, industry peers and other stakeholders to improve supply chain transparency, share knowledge and support a consistent approach to managing modern slavery risks.

CONSULTATION

RCC is an Australian construction management business and it is the sole entity for the purpose of this reporting. RCC does not own or control any other entities.

The development of RCCs Modern Slavery Statement was prepared with the support of our ESG Committee, Chief Financial Officer and General Manager — Commercial & Risk.

The FY26 Modern Slavery Statement was presented to the Audit Risk and Compliance Committee on 22 September 2026 for endorsement.

The Board of Directors approved this statement on 6 October 2026.



SUPPORTING DOCUMENTS

Policies and documents that support our approach to identifying, remediating and combating modern slavery are tabled below.

POLICY	PURPOSE	LAST REVIEWED
Modern Slavery Policy	Outlines RCC's stance on modern slavery and the legal requirements of everyone working for or on behalf of RCC.	2026
Modern Slavery Remediation Policy	Commitment to addressing identified instances of modern slavery promptly and effectively through a victim-centred approach.	2026
Whistleblowing Policy	The Whistleblower Policy provides a way for eligible disclosers to raise concerns of malpractice they believe to be occurring at work, or in the context of the Company's operations.	2026
Respect at Work Policy	This policy sets out the behavioural standards, responsibilities and processes that support a safe, respectful and inclusive workplace for all employees.	2026
Supplier Code of Conduct	Sets out the required behaviours, processes and support all suppliers must have in place to work with RCC.	2026
ESG Strategy	Brings together existing and new initiatives and guides decisions that are in the best interest of people and the planet.	2025
Human Rights Framework	Establishes a consistent approach for respecting, promoting and addressing human rights across our operations, workforce and supply chain.	2026

MODERN SLAVERY STATEMENT FY26

RICHARD CROOKES
CONSTRUCTIONS

CONTACT THE ESG TEAM FOR MORE INFORMATION

esg@richardcrookes.com.au

This statement was submitted to the AGD in September 2026 and is currently being reviewed.
When the review is complete, the statement will be available on the Modern Slavery Statements Register.

SYDNEY

Level 14, 558 Pacific Highway
St Leonards NSW 2065

PO Box 1024
Crows Nest NSW 1585

02 9902 4700

NEWCASTLE

Suite 18, 50 Glebe Road
The Junction NSW 2291

02 4952 6777

TAMWORTH

Suite 1, 493 Peel Street
Tamworth NSW 2340

02 6766 5225

CANBERRA

Suite 4A, 73 Northbourne Avenue
Canberra ACT 2601

PO Box 771
Fyshwick ACT 2609

02 6143 2900

BRISBANE

84 Latrobe Terrace
Paddington Qld 4064

07 3099 0899