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S T A T E M E N T



This Modern Slavery Statement has been endorsed by the Jenmar Australia board of directors and approved 07 July 2025.

**Gareth King**  
Managing Director

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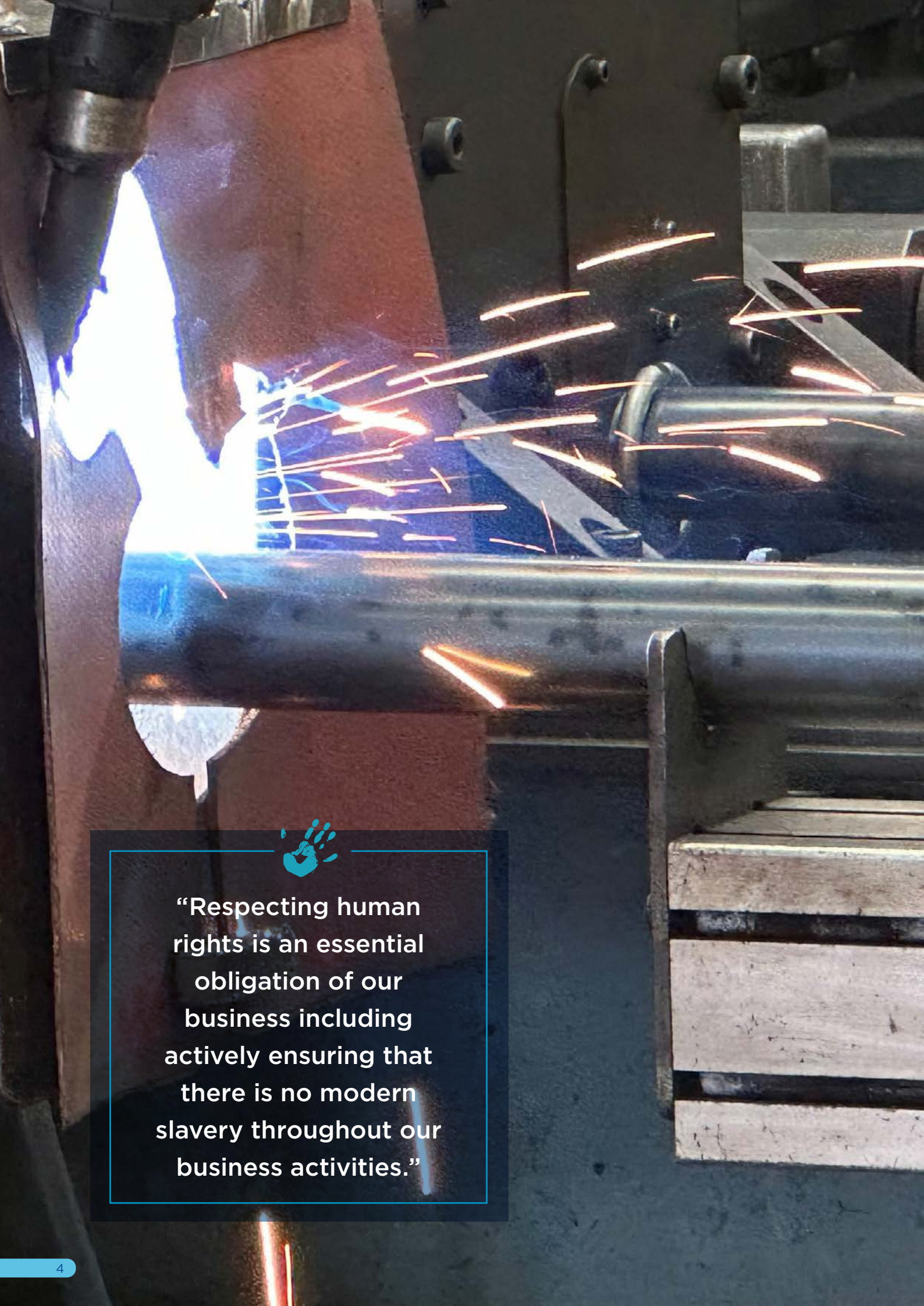
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## Modern Slavery Policy



Jennmar, Jenchem, and Harness Pro Australia are firmly committed to upholding human rights and eliminating modern slavery across all business operations. Our Australian leadership continually evaluates our risk profile and takes prompt action on any areas of concern.

All personnel in Jennmar's Australian manufacturing operations are employed in accordance with Commonwealth standards for working conditions and pay. During induction, employees are required to acknowledge and understand our commitment to human rights, including our Modern Slavery Policy.

Our 2025 supply chain risk review has confirmed that the domestic supply chain remains low risk. Nonetheless, we will maintain ongoing monitoring to uphold our human rights obligations.

International supply chains, due to their geographic and regulatory complexity, present a higher risk profile. All major overseas suppliers are visited by Jennmar Australia's purchasing personnel each year. After visiting all major suppliers during 2024/2025, we are pleased to report that no human rights or modern slavery violations were identified; our supplier network continues to meet or exceed all expectations.

Looking ahead, we will continue to review of our supply chain management approach to ensure our practices remain aligned with our high standards and evolving global expectations.



“Respecting human rights is an essential obligation of our business including actively ensuring that there is no modern slavery throughout our business activities.”



Jennmar is a leading global manufacturer and supplier of high-quality ground support technology for the underground mining and tunnelling industries. In Australia, our major manufacturing facilities are located in Sydney and Mackay, plus two facilities in Perth. These plants are supported by warehouse and distribution centres strategically positioned in key mining regions including Broken Hill, Mount Isa, and the Hunter Valley.

Jennmar Australia also operates a steel mesh manufacturing facility in Malaysia, producing high quality welded steel mine mesh products for sale to our Australian and overseas customers.

Jennmar Australia is recognised for its industry-leading service, innovative technology development, and commitment to customer success. We are credited with pioneering advancements that have delivered significant and lasting commercial, operational, and safety improvements for our Australian clients.

Our world-class research and development centre, located in Smeaton Grange in South Western Sydney, is dedicated to strategic industry collaboration. Here, our specialist research team works closely with Australian research institutions and universities to address pressing challenges within the sector.

Jennmar Australia employs around 300 staff across its manufacturing, distribution, sales, and administrative departments. In addition, Jennmar Mesh and Wire has 26 employees, while Jennchem employs 48 people. Our Malaysia mesh manufacturing facility currently has 29 staff members.

Our manufacturing operations primarily use Australian-produced steel, with the majority of our high-quality products supplied to domestic customers, along with select export sales.

Our manufacturing portfolio includes steel torque tension bolts, friction bolts, cable bolts, steel bearing plates, steel welded mesh and cement grouts, alongside a full suite of ancillary products and components.



Jennmar Australia Pty Ltd is a wholly owned subsidiary of Frank Calandra Inc. (FCI), headquartered in Pittsburgh, Pennsylvania, USA. The Managing Director of Jennmar Australia reports directly to the President of FCI. Our head office is co-located with our primary manufacturing facility in Smeaton Grange, New South Wales.

Jennmar Australia Pty Ltd does not have any subsidiaries. However, it is associated with the following related corporations:

**FCI Holdings Australia Pty Ltd**

**FCI Properties Australia Pty Ltd**

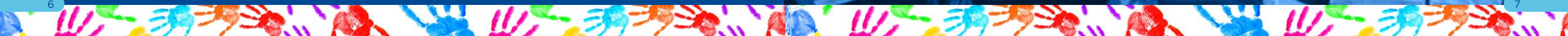
**Jennchem Australia Pty Ltd**

**Jennmar Mesh and Wire**

All relevant personnel across these organisations are aware of and equally committed to our obligations regarding human rights and the prevention of modern slavery. While each business manages its own supply chain, oversight is provided by senior personnel from Jennmar Australia to ensure consistent compliance and ethical standards.



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# Our Supply Chain

Jennmar Australia maintains a mature, reliable, and efficient supply chain for both inbound materials and outbound finished products. We are a proud advocate of Australian manufacturing, sourcing the majority of our raw materials and components from long-established and reputable domestic producers.

Currently, most material and component purchases are fulfilled by Australian suppliers. A smaller proportion is sourced from affiliated Jennmar entities overseas, as well as from trusted non-affiliated suppliers in China and Japan.

Finished goods are delivered either directly to customers or to other Jennmar locations via a network of approved transport providers. Additionally, we operate an in-house transport fleet that services product movements within New South Wales, ensuring reliable and timely distribution.



# Risks of Modern Slavery Practices



Jennmar Australia remains firmly committed to the proactive assessment and management of human rights and modern slavery risks across all aspects of our operations. A comprehensive review of our modern slavery risk profile has been conducted, encompassing the full scope of our material and component supply chains. The results confirm that the risk of modern slavery within our organisation and supply chain is currently low.

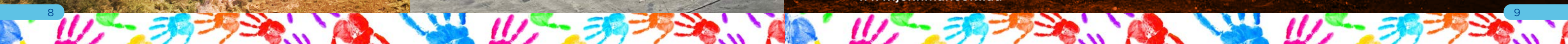
**This review assessed the following supply chain categories:**

**Domestic Suppliers:** Assessed as **insignificant risk**, given their operations are governed by Commonwealth legislation and Australian workplace standards. Their accessibility further enables ongoing review by Jennmar personnel.

**Related international Suppliers:** Also classified as **insignificant risk**, as Jennmar maintains direct control over employment conditions and operational practices within these entities.

**International Suppliers – China:** Categorised as **moderate risk**, due primarily to geographic and logistical challenges in accessing supplier sites. However, this risk is being effectively managed through dedicated in-house resources focused on oversight and support of supply activities within the region.

**International Suppliers – Japan:** Considered **insignificant risk**, as our suppliers in this region are established multinational organisations whose facilities have been regularly visited and reviewed by Jennmar representatives.



Jennmar Australia's procurement process includes rigorous due diligence and evaluation of proposed suppliers' quality management systems. As a result of our initial Modern Slavery Risk Assessment, this process was expanded to incorporate evaluation criteria relating specifically to modern slavery practices.

With a supplier base exceeding 300 organisations, we place strong emphasis on quality, supply security, and long-term sustainability. Many of our domestic and international supplier relationships span multiple years and are built on mutual trust and shared standards.

**Following our recent comprehensive risk assessment, the supplier base continues to be categorised into two groups:**

1. Suppliers for whom a Modern Slavery Assessment is deemed necessary
2. Suppliers for whom a Modern Slavery Assessment is **not** deemed necessary

Our core commitment remains the annual assessment of a minimum of 25% of the suppliers in the first group, covering both existing and newly engaged suppliers. Where in-person evaluations of international suppliers are not feasible, assessments are conducted by experienced Jennmar Australia personnel or by a Jennmar-approved, credible third-party provider.

If a supplier is found to present potential concerns relating to modern slavery practices, they will be given the opportunity to respond and remediate the issue. Where a satisfactory resolution cannot be reached, Jennmar will seek alternative approved sources to uphold our ethical supply standards.



**“With a supplier base exceeding 300 organisations, we place strong emphasis on quality, supply security, and long-term sustainability.”**

Jennmar Australia has successfully completed its 2024-2025 supply chain review, with 100% of assessed suppliers participating in the self-assessment process. No instances or suspected cases of modern slavery were identified in any of the annual targeted assessments conducted during this period.

We remain committed to reviewing the effectiveness of our actions to identify and address potential risks of modern slavery across our entire supply chain. This evaluation forms an integral part of our annual statement preparation and submission process.

Our expectations of suppliers are assessed based on a combination of their formal responses, their willingness to engage in the review process, and the manner in which they address any identified areas of concern.

Jennmar will continue to demonstrate its commitment through decisive action should any potential instances of modern slavery arise. Our overseas supplier assessment target will remain at a minimum of 25% annually, reinforcing our dedication to consistent risk oversight.

The outcomes of our efforts will be reported in our annual statement and will inform any refinements to our review processes to further strengthen our approach.





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