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This Modern Slavery Statement has been endorsed by the JENNMAR Australia board of directors and approved 20 March 2024.

Gareth King
Managing Director

A stylized, handwritten signature in white ink, appearing to read 'G. King'.





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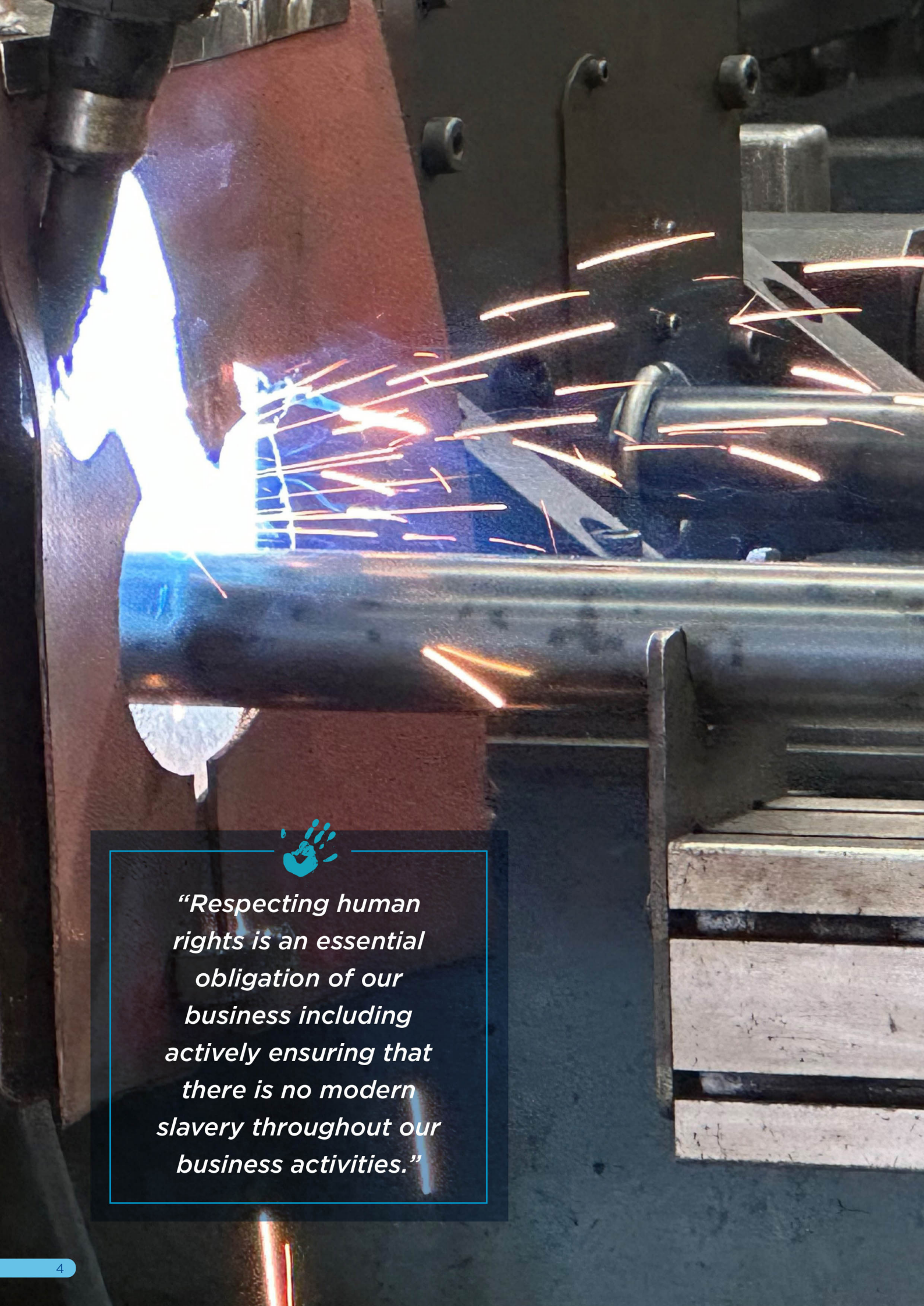
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“Respecting human rights is an essential obligation of our business including actively ensuring that there is no modern slavery throughout our business activities.”



Modern Slavery Policy



Respecting human rights is an essential obligation of JENNMAR, JENNCHEM and Harness Pro Australia, actively ensuring that there is no modern slavery throughout our business activities. Our Australian management team is committed to the ongoing assessment of our risk profile and to immediately taking necessary action to address any identified areas of concern.

JENNMAR's Australian manufacturing operations personnel are employed under Commonwealth guidelines dictating conditions and remuneration. Our employee induction process requires that all personnel acknowledge and confirm their understanding of our human rights commitments including our Modern Slavery Policy.

A complete review of our supply chain risk assessment has been completed for 2024 with our domestic supply chain continuing to be assessed as insignificant risk. Despite this we will continue the observation of our domestic supply chain in relation to human rights obligations.

Overseas supply chains present a different level of risk, due primarily to their geographical diversity. Since the reopening of International borders following the COVID-19 pandemic, JENNMAR supply chain personnel were able to recommence supplier visits in the APAC region during 2023. Following visits to our major suppliers, we are pleased to report that our supplier base continues to meet and exceed all relevant obligations and no areas of human rights or modern slavery violations have been identified.

The additional resources that were implemented during the COVID-19 pandemic have proven to be extremely valuable in the communication and assessment of our overseas providers. Once again we have overachieved on our annual overseas supplier assessment commitment with a higher percentage of suppliers being assessed during the year including existing and new suppliers.

During the next 12 months we will complete an extensive review of the management of our supply chain and make any necessary changes in order to ensure that we continue to meet our own high standards.





Introduction

JENNMAR is a leading global manufacturer and supplier of high quality ground support technology for underground mining and tunnelling. Our major Australian manufacturing facilities are located at Sydney, Mackay and Perth. JENNMAR also operates warehouse and distribution centres in the key mining regions of Broken Hill, Mount Isa and Hunter Valley.

JENNMAR Australia has a recognised history of industry leading service support and new technology development. JENNMAR is credited with the introduction of new technology that has delivered significant and sustainable commercial, operational and safety benefits to our Australian customers.

JENNMAR's world class research and development centre is operated at separate premises in Smeaton Grange in South Western Sydney, where designated research personnel focus on important industry collaboration projects with Australian research organisations and universities.

JENNMAR Australia employs over 250 people across our manufacturing, distribution, sales and administration functions. Our manufacturing operations utilise Australian produced steel with a large percentage of our high quality products sold to Australian domestic customers with some export sales.

The primary products manufactured include steel torque tension bolts, friction bolts, cable bolts and steel bearing plates plus a complete range of ancillary products and components. Other specially designed support products including steel mesh and cement grouts are manufactured to strict JENNMAR specifications and quality guidelines by third party Australian providers.



JENNMAR Australia Pty Ltd. is a wholly owned business of Frank Calandra Incorporated (FCI) headquartered in Pittsburgh USA. The JENNMAR Australia Managing Director reports directly to the President of FCI.

JENNMAR Australia's head office is located at our manufacturing facility in Smeaton Grange NSW.

JENNMAR Australia Pty Ltd. does not have any subsidiaries. The following are related corporations of JENNMAR Australia Pty Ltd:

FCI Holdings Australia Pty Ltd

FCI Properties Australia Pty Ltd

JENNCHEM Australia Pty Ltd

All relevant personnel have been made aware of and provide equal commitment to our obligations in relation to human rights and modern slavery. The supply chain for both organisations is managed within each business but is overseen by senior personnel from JENNMAR Australia.





Our Supply Chain

JENNMAR Australia maintains a mature and reliable supply chain for all incoming goods and components and all outgoing products. JENNMAR is a strong supporter of Australian manufacturing and primarily sources raw materials and components from long established and credible Australian domestic producers. Currently the bulk of all material and component purchases are supplied from within Australia, whilst relatively small percentages of purchases are made from JENNMAR related overseas corporations and from non-related suppliers in China and Japan.

Finished goods are transported to directly to our customers or to other JENNMAR locations using an approved network of transport providers. JENNMAR also operates our own in-house transport fleet for the movement of products within NSW.





We remain diligent in the assessment of human rights and modern slavery risks throughout our total business activities. A thorough review of our Modern Slavery risk assessment has been completed including all aspects of our material and component supply chain. The outcome of the risk assessment process confirmed that the risk of Modern Slavery within our organisation and supply chain are low.

This includes the assessment of all supply chain elements including:

Domestic Suppliers: have been reviewed and will continue to be categorised as insignificant risk due to the fact that they operate under commonwealth guidelines and Australian government legislation, plus their operations are readily accessible for assessment by JENNMAR personnel.

Related international Suppliers: have been categorised as insignificant risk due to the fact that JENNMAR has direct control over the employment conditions of its personnel.

International Suppliers – APAC:

JENNMAR has categorised some of its international suppliers in the APAC region as a moderate risk due to the geographical challenges in accessing their operations. To minimise this risk, the company has established dedicated in-house resources to manage the supply from this region. However, some suppliers have been categorised as insignificant risks because they are large multi-national companies whose operations have been previously visited and reviewed by JENNMAR representatives on multiple occasions.





Actions

Our procurement process includes undertaking due diligence and evaluation of proposed supplier quality management systems. An outcome of our initial Modern Slavery risk assessment was the expansion of this process to include the evaluation of modern slavery practices.

With a total base of more than 300 suppliers, we place a high emphasis on quality, security of supply and sustainability and have long term business relationships with many of our suppliers both domestic and international.

Following the completion of our detailed risk assessment review, our total supplier base continues to be categorised into two separate groups:

1. Suppliers where a Modern Slavery Assessment was deemed necessary.
2. Suppliers where a Modern Slavery Assessment was **not** deemed necessary.

The key action for JENNMAR remains to be our commitment to the annual assessment of 25% of our supplier base where a Modern Slavery Assessment is deemed necessary. This will continue to include the assessment of current suppliers and the evaluation of all new suppliers.

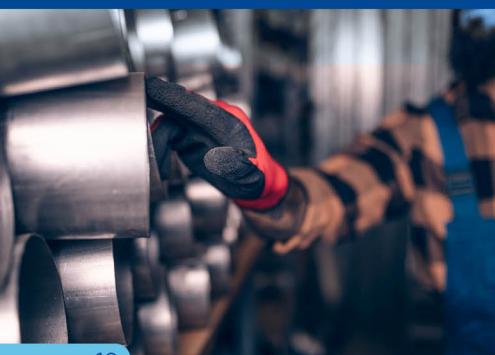
At JENNMAR, we prioritise the annual assessment of a minimum of 25% of our supplier base on a rotating basis, with each supplier's compliance status evaluated through a Modern Slavery Assessment where necessary.

This process ensures that our suppliers meet the ethical standards that we uphold as a company and that we are doing our part to prevent modern slavery in all aspects of our business operations. We remain committed to this ongoing effort and will continue to monitor our supply chain closely to ensure the highest level of compliance.



“With a total base of more than 300 suppliers, we place a high emphasis on quality, security of supply and sustainability...”

Any suppliers found to have areas of potential concern within their business will be provided the opportunity to respond to the concerns. If the response is unsatisfactory and an acceptable way forward cannot be agreed between both parties, JENNMAR will look to source materials from alternative approved suppliers.





Evaluation Effectiveness



Our commitment to supply chain reviews for 2023/2024 has now been completed with 100% of our assessed suppliers cooperatively participating in the self-assessment process. No instances or suspicions of modern slavery practices have been identified from any of our targeted annual assessments for 2023/2024.

The effectiveness of JENNMAR's actions to identify and eliminate potential incidences of modern slavery practices from our total supply chain will continue to be reviewed as part of our annual statement preparation and submission process.

The commitment required from our suppliers will be measured as a combination of their formal responses to our reviews, as well as their willingness to both participate in the reviews and their response to any identified areas of concern within their businesses.

JENNMAR's commitment to the process will be demonstrated by our actions in the event that any potential instances of Modern Slavery are identified in our supply chain as a result of our reviews. Our annual overseas supplier assessment target will remain as a minimum of 25% as part of our ongoing commitment to reviewing our supply chain risks.

The results of our efforts will form part of our annual statement submissions and any necessary refining of our review processes.





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