

Modern Slavery Statement

Prepared in accordance with Section 16 of the Australian Modern Slavery Act 2018

Entity: Apex Welding & Steel Fabrication

Reporting Period: June 2025 to June 2026

Date Approved: March 2025

Approved By: Anthony Galgano

(a) Identify the reporting entity

This Modern Slavery Statement is made by **Apex Welding & Steel Fabrication**, an Australian-owned steel fabrication business based in VIC.

(b) Describe the structure, operations, and supply chains

- **Structure:** Apex a privately owned steel fabrication business. The company is not part of a corporate group and does not own or control any other entities.
- **Operations:** Our core activities include:
 - Structural steel fabrication, welding, and assembly
 - Surface treatment and painting
 - Delivery and installation services
 - Office-based administration and project management
- **Supply Chains:** Our primary suppliers include:
 - Steel mills and steel distributors in Australia
 - Local hardware, consumables, paint, and coatings suppliers
 - Transport and logistics providers
 - Office supplies and waste management services

(c) Describe the risks of modern slavery practices in the operations and supply chains

- **Operations Risk:**

Our direct operations in Australia are low-risk for modern slavery, as our workforce is directly employed under Australian workplace laws and standards.
- **Supply Chain Risk:**
 - **Steel products:** While most of our steel is sourced domestically, there may be indirect exposure where raw materials or components originate from overseas (Asia or developing countries), where risks of forced labour and poor working conditions are higher.

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- **Consumables and PPE:** Some consumables (e.g., gloves, masks, clothing) may be manufactured in countries with known modern slavery risks.
- **Transport and logistics:** Low risk in Australia, no international shipping is involved.

(d) Describe the actions taken to assess and address those risks

We have taken the following actions:

- **Supplier Due Diligence:**
 - Preference for Australian-based suppliers who comply with Australian labour standards.
 - Requesting supplier declarations on compliance with modern slavery laws. Refer to AD10 form.
- **Contractor Engagement:**
 - Ensuring labour hire providers (if used) comply with the Fair Work Act. Apex use human resources from well-known recruiters like Hays Recruitment who are registered in VIC website for modern slavery.
- **Policies & Training:**
 - Internal training for staff on recognising risks of modern slavery in procurement.
- **Remediation:**
 - Establishing a grievance process where concerns can be reported confidentially.
 - Commitment to terminate supplier relationships if modern slavery practices are identified and not rectified.

(e) Describe how effectiveness of actions is assessed

We assess effectiveness through:

- Annual review of supplier compliance and contracts.
- Monitoring procurement sources for higher-risk goods (e.g., PPE). Supply our consumable from well recognised modern slavery registered company.
- Tracking supplier declarations and ensuring all key suppliers return documentation before invoice payment via the AD10 form.
- Management review meetings where modern slavery risks are a standing agenda item.

(f) Consultation process

- As Apex does not own or control other entities, no inter-entity consultation is required.

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- Consultation is undertaken with senior management, supervisors, and staff to ensure understanding and alignment of responsibilities.

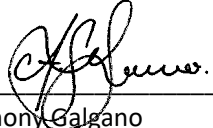
(g) Other relevant information

- While not required to report under the Modern Slavery Act (as our consolidated revenue is below \$100M), we have chosen to prepare this statement voluntarily to demonstrate our commitment to ethical business practices.
- We are committed to continuous improvement in identifying, assessing, and reducing the risk of modern slavery in our supply chain.

Approval

This statement was approved by the [Managing Director/Board of Directors] of **Apex welding and fabrication** on 25 September 2025

Signed: _____


Name: Anthony Galgano

Position: Director

Signed: _____


Name: Matthew Galgano

Position: Director