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## Modern Slavery Policy

### Purpose

We are committed to preventing modern slavery and human trafficking in our operations and supply chains. We adopt a zero-tolerance approach to modern slavery and conduct our business ethically, transparently, and in compliance with the *Modern Slavery Act 2018 (Cth)* and any applicable State legislation.

### Scope

This policy applies to all directors, officers, employees, contractors, consultants, labour hire workers, and suppliers engaged by our organisation. It applies across all business activities, including procurement, subcontracting, and the delivery of services to Commonwealth, State, and Local Government clients.

### Our Commitment

We are committed to:

- Upholding human rights and complying with all applicable workplace and labour laws.
- Identifying, assessing, and mitigating modern slavery risks in our operations and supply chains.
- Maintaining responsible recruitment and procurement practices.
- Promoting transparency, accountability, and continuous improvement.

Modern slavery includes forced labour, debt bondage, human trafficking, slavery, servitude, deceptive recruiting practices, and the worst forms of child labour.

### Governance and Responsibility

Senior Management oversee this policy and ensure adequate resources are allocated to manage modern slavery risks. Management is responsible for implementation, and all personnel must comply with this policy. Procurement and Project managers are responsible for supplier due diligence and monitoring.

### Risk Management and Due Diligence

We apply a risk-based approach proportionate to the size and nature of our operations. This includes:

- Assessing modern slavery risks based on industry, geography, and workforce profile.
- Screening and evaluating new suppliers and subcontractors.
- Including modern slavery compliance clauses in contracts.
- Monitoring supplier performance and addressing identified risks.

Where higher risks are identified, we may require corrective action plans or enhanced evidence of compliance.

### Supplier Expectations

Suppliers must comply with all applicable labour and human rights laws, prohibit forced and child labour, provide lawful wages and safe working conditions, and promptly notify us of any modern slavery risks or incidents. Non-compliance may result in remediation requirements, contract termination, or exclusion from future work.

**Reporting and Remediation**

We encourage the confidential reporting of suspected modern slavery without fear of retaliation. Reports are assessed promptly and, where necessary, investigated. We are committed to appropriate remediation, including supplier engagement, corrective actions, or disengagement where required.

Authorised by



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