

# Modern Slavery Statement 2020 - 2021

Mott MacDonald Australia Pty Ltd – ABN 13 134 120 353

This statement has been developed to comply with the legal requirement as stated in the Australian Modern Slavery Act 2018 (Cth) (the 'Act'). It has been approved by Mott MacDonald Australia Pty Ltd ('Mott MacDonald Australia') board of directors and signed by a responsible member in accordance with the Act.

## Structure

Mott MacDonald Australia's registered office is Mezzanine Level, 22 King William Street, Adelaide SA 5000. The company operates in all States and Territories in Australia as well as in other jurisdictions, and employs in the order of 650 people in Australia to provide services.

Mott MacDonald Australia is a wholly owned subsidiary of Mott MacDonald Group Limited, its ultimate parent company. The Mott MacDonald Group operates in many countries in the world and for all its projects, in every country it is committed to respect all the people we interface with and to treat them fairly.

The Mott MacDonald Group operates globally with one corporate set of policies, directives and requirements through a common quality management system that is published on an online system known as STEP. Through this approach, all colleagues in the Mott MacDonald Group are required to comply with a high global standard of Modern Slavery compliance, in collaboration with national legislation.

## Operation

The Mott MacDonald Group is a global engineering, management and development consultancy. Our vision and mission are underpinned by our PRIDE values and we work with businesses to:

- Solve some of the world's most urgent social, environmental and economic challenges.
- Help governments and businesses plan, deliver and sustain their strategic goals.
- Respond to humanitarian and natural emergencies.
- Improve people's lives.

We operate in many sectors, our expertise covers buildings, communications, defence, education, environment, health, industry, mining, oil and gas, power, transport, urban development, water, wastewater and more. Our skills include planning, studies and design, project finance, technical advisory services, project and programme management and management consultancy.

Mott MacDonald Australia continues to develop in Australia with a strong presence in the sectors of transport, advisory, built environment, water, energy and education.

## Supply chain

Mott MacDonald Australia's supply chain comprises the following:

- Partner professional services organisations, who work with us to provide clients with services, these include architects, financial advisors and other infrastructure-focused consultancies.
- Organisations providing resources or services to support the delivery of our projects, these include surveyors, specialist labour suppliers and local support firms.
- Operational support services and product suppliers providing, for example, facilities management, office equipment and stationery, and office cleaning services.

## Risk assessment

The value we bring is recognised by clients and, as a result, it is accepted that we charge fair rates for the work we undertake and that we pay employees and suppliers fairly. As a professional services organisation, our risks associated with slavery and human trafficking are generally low, our professional staff have tertiary education, are often members of professional organisations and command significant levels of compensation in line with market norms. Key areas of risk for us are:

- Low wage jobs, such as office cleaners and support staff.
- Our commodity services supply chain, where unskilled labour is prevalent.
- Our commodity purchasing supply chain.

We manage these risks through our employment and procurement policies and through our supplier evaluation process. It is worth noting that, whilst we interface closely with the construction industry, Mott MacDonald Australia does not undertake traditional construction activities.

## Risk mitigation and mediation

In relation to slavery and human trafficking in our business and supply chain, we:

- Employ individuals through an interview process, whether full/part-time employees or contract staff. This process seeks to confirm individuals share our corporate values, have a right to be employed, are not breaching immigration regulations, have the necessary competence and aptitude for the position and are applying to work for us through their own free will.
- Evaluate potential and existing suppliers using a standard questionnaire to identify competence and compliance with our values and standards, and to ensure they are addressing slavery and human trafficking risks. This assessment is repeated periodically and is supported by our procurement policy.

## Due diligence

Due diligence on clients and suppliers is undertaken through combining our previous experience of working with the organisation, our local knowledge of them and the information surfaced through the Exiger Insight3PM service. We cross reference information from these sources before seeking to contract with a supplier. We have an established global list of suppliers, with a procedure to check compliance of our tier one suppliers. This is to enable us to interrogate and verify that we hold up-to-date and accurate information about our suppliers, and to check they comply with the requirements in our policies on Modern Slavery, ethics and anti-bribery, and divulge essential financial and structural information to us.

## Contracting

The Mott MacDonald Group has introduced new processes in our business management systems to ensure that new suppliers are verified for compliance to our policies before they can be contracted to supply goods or services. The Mott MacDonald Group has aligned procurement contracts across the global business to detail the requirements in our policy against slavery and human trafficking. This requires that the purchase of consumables for our office facilities or for projects, and of the provision of technical services by suppliers to be subject to conditions of contract explaining the requirements for legal compliance to Modern Slavery legislation and antibribery legislation, as well as performance requirements.

## Speaking up

We subscribe to the Expolink speak up/whistleblowing service and have strict processes in place to respond to all reports sent through to us. The service is promoted through campaigns within the company. It is accessible to anyone and reports may be made anonymously where this is allowed by the country the report is being made from.

## Training

We provide an on-line training course for our staff to learn about the risks of modern slavery and its possible effects on nearly 30 million people across the world, how to spot possible abuse of the law, and how to report it within the company. We train our staff on ethics and compliance with our values, directives and processes. We also provide training on people management and communications skills and these are directly aligned with our PRIDE values. This creates a strong culture of tolerance of others, transparency in decision-making and mutual respect and supports our training on Modern Slavery and is available to all staff.

## Our policies

Our approach to respecting people and our suppliers is also embedded in our policies on equality, diversity and inclusion, ethics, human resources, risk treatment and management, procurement, safeguarding and social responsibility, in addition to our policy on slavery and human trafficking and our PRIDE values. These policies are developed and approved by the Mott MacDonald Group and are applicable to Mott MacDonald Australia and relevant for our work against Modern Slavery.

All documents are available at [www.mottmac.com](http://www.mottmac.com).

## Effectiveness of our approach

As the risk of slavery and human trafficking in our business is deemed to be low, we monitor the performance of our suppliers in supporting us to meet our policy commitment and the services they provide to us. We also monitor our own compliance with our employment and procurement processes. In addition, we are audited around the world by third party organisations both for compliance with our internal business processes and with quality standards.

## Plans for future improvement

We will continue to undertake a review of our approach to dealing with modern slavery and human trafficking. We will respond to evaluations of our approach and look forward to being able to identify opportunity for improvement. We will continue to develop processes to ensure our values are understood by all our suppliers and adopted effectively. In addition to publishing on the online public register we will also publish this statement on the Mott MacDonald Australia website and associated websites to promote our commitment to this agenda.

The Mott MacDonald Australia Modern Slavery Statement is approved by the Mott MacDonald Australia Pty Ltd board of directors and signed by:



**David A Johnson**  
Regional Managing Director,  
Asia Pacific, New Zealand and Australia

4 February 2021