

Modern Slavery Statement

Before You Dig Australia is proud to publish our first Modern Slavery Statement in accordance with Australia's Modern Slavery Act (Cth) 2018.

BYDA is committed to upholding human rights within our own business operations and supply chain. We respect every individual's right to live and work freely and this underpins how we do business. We seek to engage with suppliers who share these values and respect human rights within their own operations. We understand that modern slavery poses an ongoing challenge, both locally and globally, and will strive to achieve accountability and transparency within our own operations and supply chain.

Criteria 1 – Identify the reporting entity

Reporting Entity

Legal Name	Before You Dig Australia Ltd
Trading Name	BYDA Before You Dig Australia
ABN CAN	91 089 413 650 089 413 650
Legal Classification	Australian Public Company
Head Office	Level 19, 15 William Street, Melbourne, VIC 3000
Website	https://www.byda.com.au/

Criteria 2 - Describe the reporting entity's structure, operations and supply chains

Structure and Operations

Before You Dig Australia is a National not-for-profit entity consisting of Member organisations from infrastructure asset owners and non-asset owners across Australia who support our vision of zero damage, zero harm across Australia. BYDA provides a consistent national approach to the provision of the BYDA services, including the national pre-excavation referral service.

Our services play a vital role in supporting safe work practices. The free referral service allows users to access vital plans and information from Members who have registered their infrastructure assets. Our additional cloud-based Member services include referral response Automation, Collaborate and



Locate. These services for BYDA Members aim to reduce the risk of asset damage and facilitate operational efficiency.

Supply Chains

Our supply chains primarily involve contracting software, technology hardware, merchandise supplies, and professional services providers. Majority of the goods and services BYDA procure are from suppliers and contractors based in Australia.

Our overseas supply chain is very small and is for software procurement who are headquartered in Ireland, Singapore and United States.

Criteria 3 - Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.

Risks of Modern Slavery

BYDA recognize that there are risks of modern slavery in every industry and region. Within our sector and geography, we believe the highest risks could potentially arise in the sourcing of hardware and merchandise in our supply chain.

We manage modern slavery and broader human rights risks in our operations and supply chain through our Environmental, Social & Governance (ESG) Policy.

BYDA's approach to the identification and management of modern slavery risk is aligned with our overarching Environmental, Social & Governance (ESG) Policy.

Criteria 4 - Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes

Actions to Assess and Address Risks

BYDA remains committed to preventing modern slavery practices in our operations and supply chains.

Due Diligence

Given the size of our organisation and available resources, the implementation of processes to identify and track modern slavery risks within our operations and supply chains is in its early stages and is an ongoing project.

BYDA seeks to ensure that we engage only with suppliers who hold the same values as us in respect of ending modern slavery practices. We continued to review our suppliers on an ongoing basis to identify any modern slavery risks.

Remediation

BYDA conducts its business and engages with suppliers in a manner that complies with all applicable laws and operates under our policies such as:



1. ESG Policy
2. Whistleblower Policy
3. Procurement Policy

Considering our risk profile, we consider our current remediation processes are effective. If new risks arise or our risk profile changes, we will look to updating our remediation processes to appropriately prevent or mitigate harm and its recurrence and to provide an avenue of redress for victims affected by modern slavery practices.

Criteria 5 - Describe how the reporting entity assesses the effectiveness of these actions.

Assessing the Effectiveness of Actions

We are committed to monitoring the effectiveness of our actions and continuously improving our approach to modern slavery risk management. As this is our first statement, over the next twelve months we will review the effectiveness of our actions. As such, we will consider:

1. Number of risks identified through our Risk Register
2. Number of employees trained in modern slavery
3. Oversight of our Tier 1 suppliers

Moving forward we will assess the effectiveness of our actions to ensure they are promoting the rights of workers and reducing the risk of modern slavery in our operations and supply chain.

Criteria 6 - Describe the process of consultation with any entities the reporting entity owns or controls

Consultation with Owned and Controlled Entities

Before You Dig Australia Ltd does not own or control any other entities. Thus, consultation on the content of this statement has been conducted internally with all relevant members of our team.

Criteria 7 - Provide any other relevant information

Continuous Improvement

BYDA is aware that modern slavery risks are pervasive and even though our risk profile remains low, modern slavery practices and risks may present themselves in our supply chain during the course of operations.

We also recognise that our efforts in combatting modern slavery is an ongoing process that is constantly evolving and requires continuous improvement.



We acknowledge the importance of education and helping others to understand the risks of modern slavery.

This statement has been approved by the leadership team at BYDA and will be next reviewed in June 2025, and then reviewed annually to ensure it continues to reflect our operations and commitments.

This statement was approved by the Board of Before You Dig Australia on 23 April 2024

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Stuart Smith
Chairman

Mell Greenall
CEO