


# JOINT STATEMENT ON MODERN SLAVERY

**RPS Reporting Entities  
Australia Asia Pacific**

1 October 2024 –  
30 September 2025



Issued May 2026



We acknowledge the Traditional Custodians of Country throughout Australia, and recognise their continuing connection to land, waters and community. We pay our respect to them, their cultures, and to Elders past and present.

**ACKNOWLEDGEMENT  
OF COUNTRY**

# EXECUTIVE MESSAGE

## A joint message from our executive leaders

At RPS, A Tetra Tech Company, we believe that human rights denied to one, are human rights denied to all. We understand that businesses have an important role to play in protecting them.

RPS does not tolerate any form of modern slavery. Across our reporting entities, we report on and addresses modern slavery risks across our operations and supply chains, in line with the *Modern Slavery Act 2018 (Cth)*. We also commit to doing our part to meet Target 8.7 of the United Nations Sustainable Development Goals:

*“Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.”*

This Modern Slavery Joint Statement provides details of the measures that RPS has implemented, and expects to implement in the next reporting period, to ensure the risks of modern slavery across our operations and supply chain are identified and controlled.

The Statement has been approved by the Board of Directors for each RPS reporting entity in Australia.

While compliance is important, RPS’ approach to addressing modern slavery isn’t about meeting legislative reporting commitments. It’s about ensuring RPS identifies, creates and amplifies opportunities to protect human rights in partnership with the clients we work for, the communities we work within, and the individuals who work for us.



A handwritten signature in black ink that reads "Meegan Sullivan".

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**Meegan Sullivan**  
Chief Executive – RPO  
and Asia Pacific Division President



A handwritten signature in black ink that reads "M.J. Owens".

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**Michael Owens**  
Chief Executive - RPA

# CRITERIA 1 AND 2

## Reporting entity, structure, operations and supply chains

RPS, A Tetra Tech Company, defines, shapes and manages Australia Asia Pacific's most successful infrastructure, development and security projects. We add value for clients across the energy, property, water, defence, government, transport and resources sectors.

A diversified, yet highly integrated network of consultants, we help our partners to identify and capitalise on opportunities while formulating effective strategies to achieve their goals. We're passionate about creating shared value for the clients and communities we serve.

RPS is a wholly-owned subsidiary of Tetra Tech Inc – a leading international provider of consulting and engineering services. With 25,000 employees worldwide, Tetra Tech provides clear solutions to complex problems. Listed on the NASDAQ stock exchange (symbol: TTEK), Tetra Tech is based in Pasadena, California, USA.

In Australia and New Zealand, RPS is made up of the RPA operating unit (Project Management and Advisory) and the RPO operating unit (Place and Development and Oceans and Environment). Within these divisions are teams that deliver services to local communities in capital cities and regional areas.

RPS aligns with applicable group-wide ethics, compliance and sustainability expectations, while implementing measures appropriate to local operations.

The following is a joint statement made under the *Modern Slavery Act 2018 (Cth)* for the financial year 1 October 2024 to 30 September 2025 and is submitted on behalf of the following entities (collectively referred to throughout this Joint Modern Slavery Statement as the "RPS reporting entities"):

Entity	ABN	ACN
RPS Consultants Pty Ltd (parent company)	55 108 734 407	107 734 407
RPS AAP Consulting Pty Ltd	97 117 883 173	117 883 173
RPS Australia West Pty Ltd	42 107 962 872	107 962 872
RPS Energy Pty Ltd	44 072 504 299	072 504 299

RPS' business operations include:

- The direct employment of workers, primarily in professional services roles.
- Sub-contracting to entities and individuals to provide goods or professional services in support of our work.
- Procurement of operational goods and services including:
  - Office property occupancy, office consumables, security, cleaning, maintenance and waste management
  - Hardware, software, information technology and cyber security services
  - Telephone, internet and office equipment
  - Travel, logistics, courier, transportation, hospitality and motor vehicles (including rental and leased vehicles)
  - Tax, legal and other accounting
  - Bank, payroll, insurances and financial.

# CRITERIA 3

## Risks of modern slavery practices in the operations and supply chains of RPS reporting entities

RPS undertook routine reviews of our operations during the reporting period, including supply chain practices, existing policies, procedures and legislative requirements.

Risk assessment considers factors such as geographic location, sector risk, nature of goods or services procured, use of labour-intensive services and reliance on subcontracting or third-party providers.

RPS identified a generally low inherent risk of modern slavery in our operations due to:

- RPS being a professional services company and not requiring a large or complex supply chain to support activities.
- Rarely relying on overseas outsourcing to deliver our services, and if we do, verifying the supplier is operating ethically via our supplier management framework, prequalification and biennial update processes.
- A mature supplier management framework and supplier code of conduct.
- Australia's strong labour and other laws.
- RPS' strong ongoing legislative compliance.
- RPS' commitment to a fundamental respect for human rights.

However, residual risks remain, particularly within indirect procurement and outsourced services. Accordingly, RPS applies ongoing monitoring and continuous improvement practices.

# CRITERIA 4

## Actions taken by RPS reporting entities to assess and address these risks, including due diligence and remediation processes

### RPS Modern Slavery Policy

The RPS *Modern Slavery Policy* was reviewed in May 2025 and recommunicated to all employees. The policy is also included in the RPS new start induction suite. The *Modern Slavery Policy* reiterates RPS' commitment to operating our business lawfully and ethically and expects employees and suppliers to share this commitment.

### RPS Supplier Management Framework

RPS has a comprehensive supplier management framework and maintains an approved suppliers register. Suppliers must meet RPS requirements for prequalification and engagement and are required to disclose any regulatory attention or prosecution relating to modern slavery or labour laws. Suppliers are evaluated during and following project engagements and a thorough review is completed biennially.

Suppliers must also acknowledge their compliance with the RPS Supplier Code of Conduct which outlines our expectations regarding compliance with ethical standards, including prohibitions on modern slavery.

### RPS Shared Value Framework

The RPS Shared Value Framework and pillars provide guidance for our corporate social responsibility principles and actions in Australia Asia Pacific. These are aligned with the UN Sustainable Development Goals (SDG) Framework. Our pillars encompass the notion of creating social value, reducing inequality, fostering good health and wellbeing, while promoting peace, justice and strong institutions.

### Tender and contract clauses

RPS has embedded modern slavery considerations into its procurement and engagement practices. A modern slavery clause is included in the RPS Subconsultant Terms of Engagement, requiring compliance with modern slavery legislation and

ethical labour standards. Where appropriate, RPS also incorporates modern slavery requirements into tender documentation.

### RPS Whistle-Blower Policy

RPS' Whistle-Blower Policy empowers and encourages employees to raise concerns about improper conduct in a confidential manner and on an anonymous basis.

Disclosures made under the policy will be investigated in a timely, thorough, confidential, objective and impartial manner, recognising the principles of natural justice and best practice investigative techniques. Where possible, complainants will be provided with feedback regarding the outcome of the investigation.

Where a suspected or actual instance of modern slavery is identified, RPS commits to responding in accordance with our policies and legal obligations. This may include engaging with the affected parties, working with suppliers to address issues, escalating matters through governance channels and, where appropriate, disengaging with suppliers.

### Ethical procurement – Buying Better policy and framework

The Buying Better framework is intended to embed modern slavery and ethical sourcing considerations into procurement decision-making, supplier selection and ongoing supplier performance review. It is expected that the framework and associated documentation will be in effect in 2026.

# CRITERIA 5

## Assessment of the effectiveness of actions being taken to assess and address modern slavery risks

RPS assesses the effectiveness of actions and processes implemented to address risks, including modern slavery through governance and monitoring activities, including:

- Legal compliance reviews
- Audits and reviews of RPS policies, procedures and ISO certifications (ISO 9001, ISO 45001, ISO 14001).
- Audits, reviews and evaluations of RPS suppliers.
- Investigation of incidents and complaints (including via the whistle-blower process, health, safety, environment, people, suppliers).
- Board reporting.
- Mandatory reporting and disclosures.
- Induction and training activities.

These activities collectively provide assurance that modern slavery risks are being appropriately identified, monitored and addressed, and inform improvements to policy, training and supplier engagement.

During the reporting period no actual or suspected instances of modern slavery were identified by, or reported to, the RPS reporting entities.

# CRITERIA 6

## Consultation process with RPS reporting entities

RPS has consulted and worked with a number of key stakeholders across the reporting entities in relation to:

- The development of this Joint Modern Slavery Statement
- Implementing the measures outlined in Criteria 4
- Seeking to identify further actions to address modern slavery requirements.

Within our Shared Value Framework and pillars, employee representatives from all reporting entities participate in working groups to identify and implement initiatives in key areas of importance, including modern slavery.

Each of our Shared Value Framework pillars is led by an Executive Sponsor.

# CRITERIA 7

## Any other relevant information

The directors of each of the RPS AAP reporting entities have reviewed and approved this Modern Slavery Statement.