

# Modern Slavery Statement 2021

Tetra Tech International Development Pty Ltd

December 2021

Photo by [Janis Rozenfelds](#) on [Unsplash](#)

## A message from our Managing Director

As a leading development consulting firm, we work with people and communities to achieve a positive impact. We live our values. We deliver intelligent and co-created solutions across the development sphere.

By working with our clients, partners and suppliers, Tetra Tech International Development plays a critical role in helping people and communities navigate development and human rights challenges and enable tangible action towards sustainability, equality and social justice.

Tetra Tech International Development fully supports continued progression and improvement within the development community in order to make development initiatives more effective – including complying at all times across our operations with a ‘do no harm’ approach and protecting those who are vulnerable to human rights abuses.

We are committed to taking action within existing and future development activities to foster the realisation of the Sustainable Development Goals, and to embed the principles of the Paris Declaration on Aid Effectiveness and the Accra Agenda for Action into our systems and procedures. We are also committed to addressing the various cross-cutting themes relevant to the development context to ensure that all people can access and enjoy the benefits of our activities.

Our work is geographically diverse – across international, regional and domestic development projects. While we know there are many barriers to development, we believe in empowering people, communities and society to have equal access to opportunities of health, education, economic security, housing, infrastructure and other areas that support the achievement of their outcomes. Through our work, we aim to remove barriers in the way of development; and ensure that people have safe, clean and sustainable environments to live in.

To this end, we have developed our Modern Slavery Statement detailing the ways we are combatting modern slavery not only as it relates to Tetra Tech International Development’s standards for aid delivery, but our expectations and aspirations for our internal organisation. It is important that the principles and actions captured in this statement are understood and embodied by all our staff, no matter what their role may be.



A handwritten signature in black ink, appearing to read 'Amy Gildea'.

**Amy Gildea**

Managing Director of Tetra Tech International Development Pty Ltd

June 2022

## About this Statement

### What is modern slavery?

'Modern slavery' is an umbrella term used to describe serious exploitation and human rights violations. Practices constituting modern slavery can include:



Human trafficking



Slavery



Servitude



Forced labour



Deceptive recruiting for labour or services



Debt bondage



Forced marriage



The worst forms of child labour

### Our Statement

Tetra Tech International Development condemns all forms of human rights abuses, including modern slavery practices. We recognise our role in protecting the human rights of all people involved in, or impacted by, our business practices. We acknowledge modern slavery as a business risk for every industry and seek to take meaningful steps to identify and address those risks by maintaining responsible and transparent supply chains.

Tetra Tech values the *Modern Slavery Act 2018* (Cth) (Act) and the opportunity to provide a modern slavery compliance statement ("the Statement"). We understand that, globally, all businesses are likely to be affected by modern slavery issues either directly or indirectly. Through engaging in honest and collaborative dialogue within and across industry sectors, we can fully understand the exploitation and abuse that characterise modern slavery and raise awareness throughout the supply chain.

As prescribed by the Act, our Statement comprises the following:

- » the reporting entities covered by this Statement
- » our company structure, operations and supply chains
- » modern slavery risks in our operations and supply chains
- » the actions we have taken to assess and address those risks, including due diligence and remediation processes
- » how we assess the effectiveness of such actions
- » our process of consultation with our subsidiary entities, and
- » other information that we consider relevant regarding our efforts to combat modern slavery in our operations and supply chains.

### Reporting entity, period and approval

This Statement is the second statement provided by Tetra Tech International Development Pty Ltd (ACN 007 889 081) under the Act and is an individual Statement covering the financial year ending June 2021.

This statement was approved by the principal governing body of Tetra Tech International Development on 01 July 2022.

## Who we are

We've been operating in the Indo-Pacific for over 40 years designing, delivering and evaluating aid programs on behalf of governments and donors worldwide, transforming the lives of people and their communities.

### Our business

Tetra Tech International Development is a leading global development consulting firm that works with global and local partners including governments, the private sector and civil society organisations to deliver effective and sustainable development projects in 16 countries throughout the Indo-Pacific region.

Our team of over 5,000 development professionals work in more than 80 countries as part of a global network that forms Tetra Tech International Development services.

#### Purpose

From improving access to education and health services, supporting economic growth and livelihoods, to water, environment and natural resources management, Tetra Tech brings an integrated approach focused on building the capacity of communities and individuals. We help to deliver sustainable projects and positive impact.

#### Vision

We believe in supporting thriving people, thriving communities and a thriving planet. Our expertise spans sectors across the development life cycle to provide the specialised support required to help partners navigate through dynamic political, social and economic landscapes.

#### Values

How we work is just as important as what we do. We are a values-based organisation with shared behaviours that we embed into everything we do. These behaviours guide our engagement with our clients, our partners, and the people and communities we work with and support.

## Structure



### Tetra Tech Coffey Holding Pty Limited

ACN 611 080 534



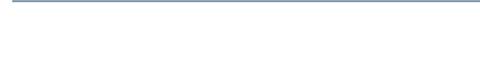
### Coffey International Pty Limited

ACN 003 835 112



### Tetra Tech International Development Pty Limited

ACN 007 889 081



Tetra Tech International Development Pty Ltd is a wholly owned subsidiary of Tetra Tech Coffey Holding Pty Ltd (Tetra Tech Coffey Holding).

Tetra Tech Coffey Holding is a wholly owned subsidiary of Tetra Tech, Inc. a NASDAQ-listed company with a global workforce of 21,000 staff working across 120 countries.

Tetra Tech International Development provides substantially different services to the rest of the businesses of Tetra Tech Coffey Holding. Accordingly, this Statement does not relate to any of Tetra Tech Coffey Holding businesses unless expressly stated. Tetra Tech Coffey Holding has prepared a separate Modern Slavery Statement.

## Operations

In FY20-21, Tetra Tech International Development continued to operate both locally in Australia and overseas in the broader Indo-Pacific region. Due to the novel coronavirus (COVID-19) pandemic, we have had fewer people in-country than usual over this period. There has been a consequent increase in risk across all areas of our operations as we have had less direct oversight to assess risks.

As a Managing Contractor, Tetra Tech International Development's operations cover two main levels:

- » Directly employing staff corporately for consultancy services, management services and business operations
- » Subcontracting individuals and companies to deliver specialist services to projects we manage.

The services across both levels:

- » The provision of project management services, research and evaluation services, and technical assistance or advisory services to projects
- » Legal and accounting services
- » Occupancy of offices, including provision of internet services, office equipment, and office maintenance such as cleaning and security
- » Information technology services
- » Travel and transportation services
- » Insurances
- » Construction services.

### **Key partners and clients:**

Our teams work closely with international and local organisations to deliver projects and act as trusted partners to our clients.

#### **Australian Department of Foreign Affairs and Trade:**

Tetra Tech International Development has worked as a trusted implementing partner to the Australian Government for more than four decades. We design, deliver and evaluate Australian aid investments that help build stable societies, reduce poverty and stimulate economies.

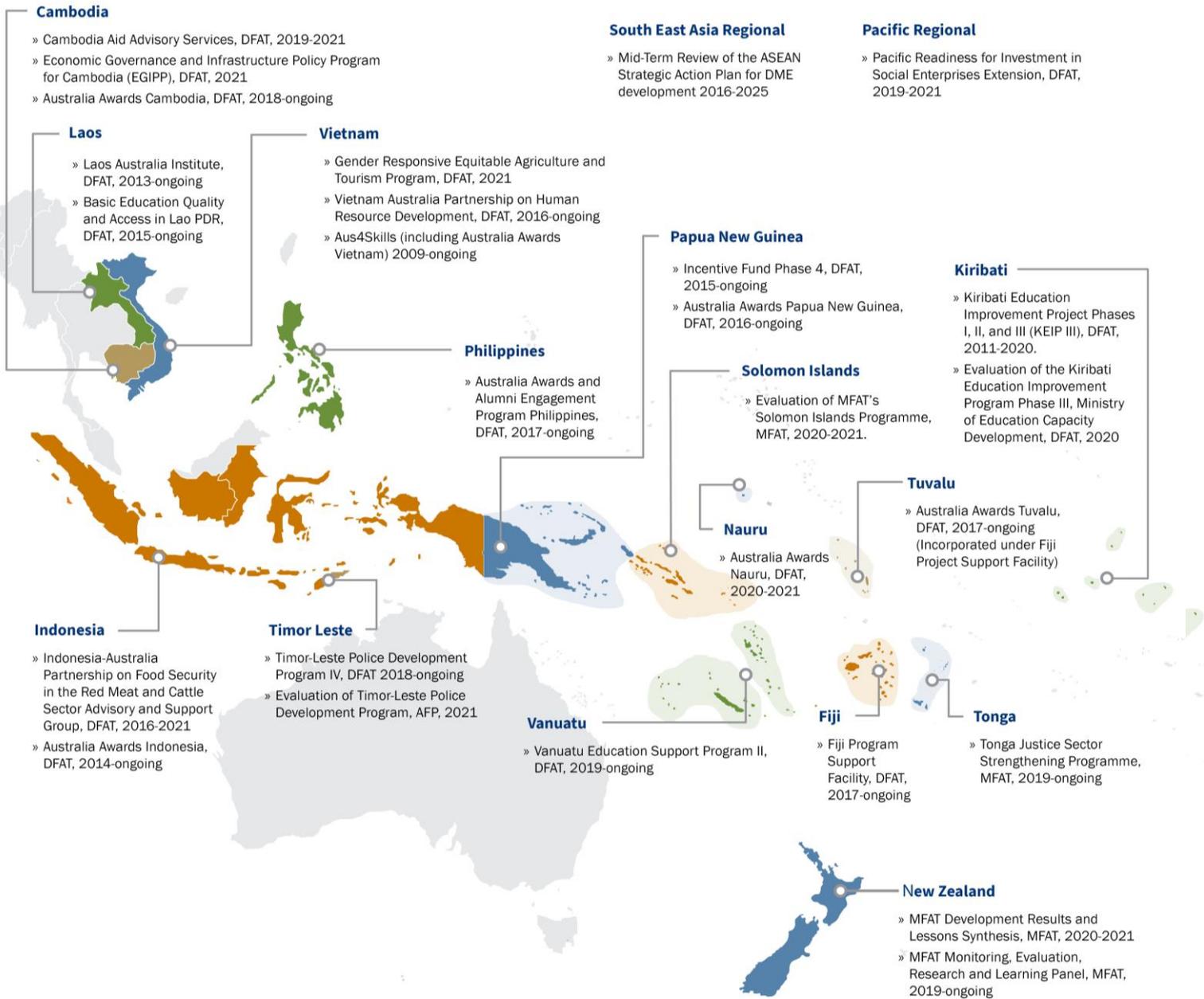
#### **New Zealand Ministry of Foreign Affairs and Trade:**

Tetra Tech International Development supports the New Zealand Government's aid programme through the evaluation and monitoring of Ministry of Foreign Affairs and Trade activities that aim to deliver prosperity and stability in the Pacific Islands region.

**Multilateral and global organisations:** We work with the world's largest international development agencies, foundations, bilateral and multilateral donors, such as the Asian Development Bank and the European Commission, to design and implement solutions to global challenges.

## Operations Map

A summary of development and significant projects across the Indo-Pacific in FY20-21:



Updated December 2021

## Our areas of practice



### Agriculture and food security

We support agriculture improvements as a driver of economic growth through technical assistance to actors across the agriculture and agribusiness sectors. To help farmers remain resilient to the effects of climate change, we apply technology solutions to inform them of climate patterns, market prices and advice on crops and soil.



### Civil society support

We work with partners to mentor, coach and train civil society organisations to make them stronger, more effective and sustainable. From better collaboration to supporting fairer justice systems or tackling critical health issues – our experts create local ownership and action within civil society organisations.



### Climate change and resilience

With extreme weather events becoming more frequent and natural resources more scarce, developing countries need our support. We empower communities to mitigate and adapt to climate change through improved resource management and resilient physical and institutional infrastructure.



### Economic growth, trade and livelihoods

The creation of new jobs and business opportunities helps lift people out of poverty and leads to more stable societies. We train business leaders in developing countries and implement grant funds to support innovative business ideas that can benefit struggling communities.



### Education

Our education experts work closely with clients and in-country partners to deliver effective projects that change lives. We strive to strengthen and build capacity within education systems to help build future generations of well-educated citizens.



### Gender equality, disability and social inclusion

Working closely with our partners, we integrate gender, disability, and social inclusion strategies into our projects, whether in education, governance or security sector reform. We facilitate legislative change, improve government practices, and raise public awareness to foster institutional and social sustainability.



### Governance and anti-corruption

We believe in the importance of governmental accountability and integrity, and their responsibility to effectively respond to citizen needs. We provide efficient public service delivery and the transparent use of public funds through the improvement of systems, skills, organisational structures and incentives.



### Health

From training midwives and health workers, to creating or expanding successful healthcare programs, we provide support across a range of health care services, including reproductive health, family planning, HIV/AIDS, immunisation coverage and water, sanitation and hygiene (WASH).



### Human resource development and leadership

Professional development scholarships offer the next generation of global leaders an opportunity to study and research in Australia, providing graduates with the skills they need to create positive change in their home country.



### Human security

People, communities and economies often thrive when supported by effective security, law and justice systems. We support integrated security, law and justice reforms by working with local, regional and national government institutions, as well as with informal justice and legal systems.



### Indigenous participation and livelihoods

Our vision is to have strong and long-lasting relationships with Australian Indigenous communities. Tetra Tech design, deliver, evaluate and transform programs for Commonwealth, State and Territory and local governments, NGOs, universities, foundations and private businesses in Australia and the Indo-Pacific region.



### Infrastructure

Our team of experts specialise in architecture-engineering services and sustainable infrastructure design, helping improve access to clean drinking water, sanitation, roads and bridges, health clinics, schools, government building and reliable energy in developing countries.



### Research, monitoring and evaluation

Improving results requires an understanding of what works and what does not. We work in partnership with donors, governments, multilateral organisations, foundations, universities, NGOs and businesses to help them understand the effectiveness, efficiency and impact of their work.

## Our supply chain

Tetra Tech International Development deliver a diverse range of services each year to carry out the functions of our core business, and in doing so build a supply chain reflective of this diversity.

The top ten suppliers by annual spend are categorised as follows:



### Professional services

- » HR services
- » Consultancy services



### Diversified consumer services

- » Education services
- » Legal
- » Security services



### Commercial services and supplies

- » Commercial printing
- » Commercial cleaning



### Hotels, restaurants and leisure

- » Transit accommodation
- » Function room hire
- » Catering



### Construction and engineering

- » Infrastructure grants
- » Construction companies



### Health care equipment and supplies

- » Health care equipment
- » Health care supplies



### Specialty retail

- » Computer and electronics retail
- » Specialty stores
- » Home furnishing retail



### Road and rail

- » Taxis
- » Vehicle rental
- » Goods transportation



### Real estate management and development

- » Local offices
- » Expat accommodation



### Insurance

- » Insurance brokers
- » Multi-line insurance
- » Property and casualty insurance

# Identifying risks in our supply chain

## Methodology

For this year's statement we sought to build upon the knowledge of our operational and supply chain risks using updated data covering FY20-21. We synthesised expenditure data across all of our programs and categorised into industries to then be assigned a risk level. To ascertain the risk level for each industry, we updated and utilised the in-house research from the FY19-20 statement.

We undertook the assessment in three phases:

- » Phase 1 - supply chain data synthesis and categorisation
- » Phase 2 - update and review research
- » Phase 3 - risk assessment.

### Phase 1 - supply chain data synthesis and categorisation

For the supply chain categorisation, each of our projects categorised every transaction for FY20-21 into an appropriate industry. The industry choice was based on the Global Industry Classification Standard (GICS) developed by the Standard and Poor's Financial Service LLC. This gave us a clear indication of our annual spend into each industry, a snapshot of the business' supply chain as a whole and set the conditions for Phase 2.

### Phase 2 – update and review research

We then re-examined the in-house research from the FY19-20 statement with a view to updating with contemporary research and building an understanding of how the COVID-19 pandemic may have influenced modern slavery risks. This information was then used to build a risk rating by industry that would be used in Phase 3 to undertake a comprehensive risk assessment across our entire supply chain and operational scope.

### Phase 3 – risk assessment

The risk rating was then built by comparing the examining the high volume spend industries to the risk rating by industry determined in Phase 2.

## Risks in modern slavery practices

### Regional overview

Tetra Tech International Development acknowledges modern slavery continues to be present across the Asia-Pacific region where 24.9 million people are estimated to be currently in some form of slavery. Similarly, many of the countries in which we operate such as Fiji, Indonesia, Papua New Guinea, Tonga, Cambodia, and the Philippines have well documented evidence of modern slavery practices. While there has been considerable progress among the region's developing countries, persistent factors that drive human deprivation such as poor economic and social opportunities along with porous geographical boundaries and conflicting geopolitical agendas contribute to high proportions of regional modern slavery and human insecurity. While we operate across the region, our exposure to identified modern slavery risk sectors and locations is concentrated in few key areas.

### Risk assessment

From an operational perspective, all of Tetra Tech International Development's team members continue to be directly employed and work on contracts under highly visible conditions which are managed by a central Human Resources team. This transparency maintains a low modern slavery risks profile within our direct teams across both the corporate and project offices.

In addition, as our primary operations are delivery of Australian government aid programs, our practices are heavily regulated by government policies which further reduces the risk our operations directly cause or contribute to modern slavery.

Overall, we rate our direct operational risks as low.

Again, for this year's Statement the primary area of risk is in our supply chain and the capacity of our suppliers to manage modern slavery risks in their operations.

FY20-21 observed a shift in spend with a lower overall amount going into high-risk industries such as Construction and Engineering and an increase into low-risk industries such as Professional Services.

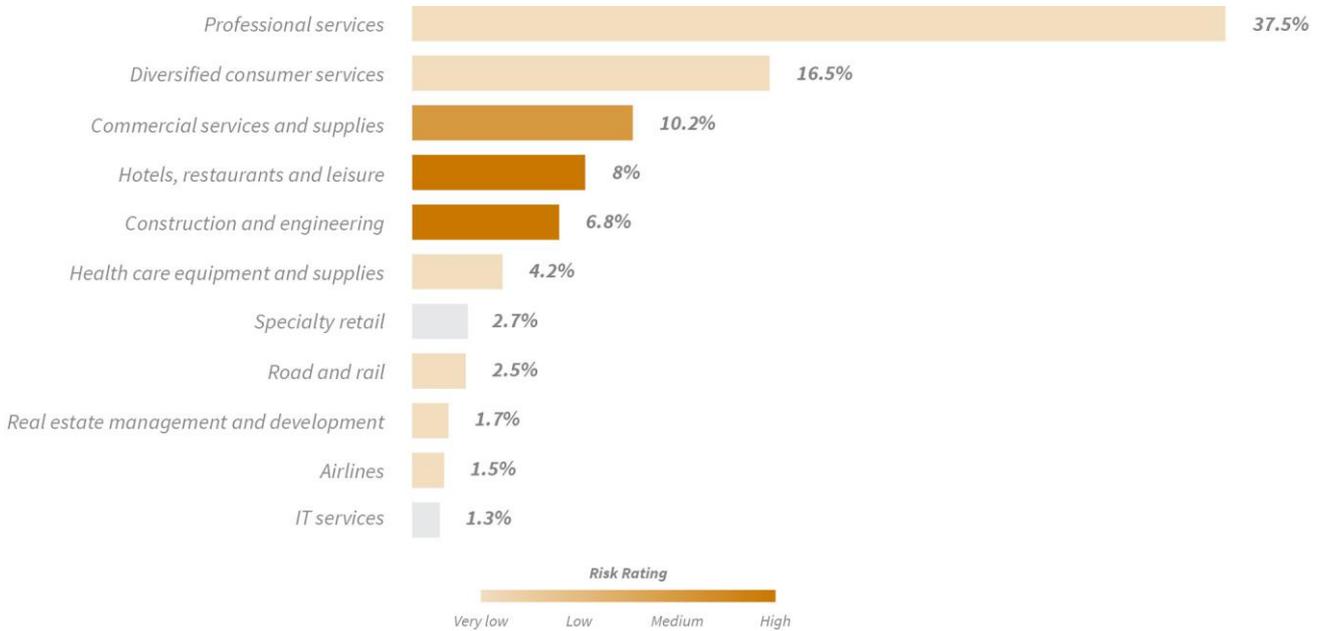
Accordingly, this change means a decrease in the overall risk profile of our supply chain.

Even with this shift we assess the inherent risk within our supply chains as medium given the regional and industry risks. With the primary risk coming from works under contracts in the Engineering and Construction industry particularly where we are outsourcing head contractor services.

Tetra Tech International Development is primarily guided by Commonwealth procurement process which increases transparency and a risk-based approach for building our supply chain. Additionally, to address the indirect nature of the risk, we implement controls such as: our supplier code of conduct; inclusion of specific clauses on preventing modern slavery in our supplier contracts to mitigate modern slavery risks; corporate level policies and training on identifying, preventing and mitigating modern slavery risks.

Following implementation of the above controls we assess our residual organisational risk rating as low.

## Industry risk



## Spotlight

### Modern slavery in a COVID-19 context

Research indicates COVID-19 has caused an increase in the rates of female exploitation and women's vulnerability to modern slavery. While there are already challenges in collecting data on modern slavery, the new age of curfews, lockdowns, and travel restrictions have pushed illegal enterprises further underground. The pandemic has placed additional pressures on social services and law enforcement, detracting from their ability to detect and respond to victims of exploitation. Further, individuals are less likely to have the opportunity to seek help – meaning that more cases are going unreported. Many legal services and anti-trafficking organisations have transitioned to offering only virtual services. Often victims of trafficking do not have access to internet or technology.

### A spotlight on women

Women and girls are disproportionately affected by modern slavery, representing 71 per cent of all human trafficking victims and 99 per cent of sex-trafficking victims. This is due to gender inequalities that deny women their rights, limit their choices and opportunities, and increase their exposure to risk. In the era of COVID-19, female dominated industries such as clothing manufacturing and domestic labour have suffered greatly, placing the livelihoods of women at risk and increasing their vulnerability to modern slavery.

Internal research revealed that gender inequality and violence against women have significant implications for modern slavery prevalence in the context of COVID-19. Gendered issues such as low literacy rates expose women to increased levels of violence and exploitation due to limited access to educational and employment opportunities. Women migrant workers are also impacted – being more likely to hold insecure jobs in the informal economy and generally excluded from social protections and insurance schemes.

Further, economic and social stresses combined with 'stay at home' measures have exacerbated levels of violence against women, and it is estimated that the pandemic's adverse effects have increased rates of modern slavery globally. Modern slavery is also associated with women's sexual and reproductive health, often leading to increased rates of maternal mortality and adolescent births and a lower life expectancy. The adverse effects of COVID-19 have driven women to jeopardise their health and safety

by engaging in activities such as debt bondage, sex work and human trafficking. These highlight the importance of inclusive and accessible quality healthcare, with a focus on reproductive healthcare. However, in the context of COVID-19, healthcare and medical services have been significantly redirected to efforts against the effects of the virus.

# Risk mitigation and mediation

## Mitigating risk and the way forward

Tetra Tech International Development has used the results of its supply chain and operations analysis activities for FY20-21 to set out clear and actionable goals for building a deeper understanding of actual and potential modern slavery risks, how to manage and reducing those risks and how we can continue to build a supply chain free from modern slavery.

Our goals, which include internal and external initiatives, will be progressed over the next 12 months.

### Our operations

#### Policies

We will develop a modern slavery and whistle-blower policy separate to our parent company that addresses the risks specific to our operations and supply chain. This carries over expectation on staff in relation to the identification, reporting, management and control of modern slavery risks and expressly refers to modern slavery as a protected disclosure.

#### Training and education

Tetra Tech will continue to develop and roll out awareness training, and specific procedure-based training for staff who engage with suppliers. This training will be built on the risk data captured for this Statement and be designed to build a better understanding of:

- » industry specific modern slavery risks
- » how we review our supply chain and suppliers
- » how we engage with suppliers, and
- » how we monitor for compliance with external obligations and our internal control environment.

As part of a global company, we will continue to collaborate with other Tetra Tech Group companies internationally to leverage the vast experience across our global development services division. This will ensure our processes are consistent and allow the identification of improvement possibilities.

### Our supply chain

We have integrated the previous Modern Slavery Questionnaire (MSQ) into an overall social safeguarding questionnaire. This questionnaire will be issued to all suppliers prior to contract signing and will assist program staff in understanding the capacity of our suppliers to manage modern slavery risks.

We will also continue to decrease risk in our supply chains through deeper supplier engagement by:

- » screening new suppliers
- » offering new suppliers commercial terms of engagement that include a specific clause imposing an obligation to mitigate modern slavery risks, and
- » re-assessing suppliers who pose a high risk or high potential exposure to modern slavery in order to:
  - determine if their service is critical to our supply chain and whether an alternate and lower risk supplier may be engaged
  - assist them in modifying their exposure and/or control measures to reduce their level of risk
  - monitor their performance to ensure risks are appropriately controlled.

## Assessing effectiveness

Tetra Tech International Development will continue to work with all new suppliers regarding modern slavery risks.

We will seek to assess the effectiveness of our actions by tracking:

- » the number and percentage of our staff who have attended the required awareness and procedure-based training
- » the number and percentage of suppliers who have accepted our code of conduct or implemented their own similar terms
- » the outcomes of the screening process and the number and percentage of suppliers determined as being low, medium or high risk
- » the results of audits conducted on suppliers
- » the results of internal audits conducted to check for our own compliance with requirements
- » whistle-blower reports/complaints relating to modern slavery risks or potential breaches of our policy of supplier code of conduct, and
- » the investigations and outcomes of investigations of potential or reported breaches.

As part of our commitment to continuous improvement, we will keep our operational teams abreast of progress on the above which will then be reported to our Executive Leadership Team on a periodic basis.

## Consultation process

For this Statement we worked with Tetra Tech Coffey, to understand and learn from their approach to the identification and management of modern slavery risks and to ensure uniformity of approach with the other companies within the Tetra Tech group.