

Robert Bird Group Modern Slavery Statement 2022

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2. Board of Directors Approval

2.1. Statement Period

This modern slavery statement (Statement) has been prepared by the Robert Bird Group (RBG) pursuant to the provision of the Modern Slavery Act 2015 (UK) and the Modern Slavery Act 2018 (Australia).

This Statement captures and describes the activities initiated by RBG and its subsidiaries during the financial year ending 31 December 2022, to identify modern slavery risks within our business and supply chains.

The Statement sets out the processes and actions RBG has in place and outlines future plans to be undertaken to address the risk of modern slavery.

RBG has a global annual consolidated revenue across the group exceeding \$100 million and has a global reach with offices across the globe. RBG is committed to ensuring internal processes effectively identify, manage and minimise the potential for modern slavery within our business.

This is our Fifth Modern Slavery Statement under the Modern Slavery Act 2015 (UK) and our third Modern Slavery Statement under the Modern Slavery Act 2018 (Australia).

2.2. Scope

This Statement is applicable to the Robert Bird Group and its subsidiaries, including:

- Robert Bird & Partners Limited (UK)
- Robert Bird Group Hong Kong Ltd
- Robert Bird Group (New Zealand) Ltd
- Robert Bird Group (USA) Inc.
- Robert Bird Group Engineers (USA) P.C.
- Robert Bird Group (Malaysia) Sdn Bhd

2.3. Feedback

Robert Bird Group values feedback. Please send any feedback regarding this statement or to obtain any additional information to compliance@robertbird.com.

This Statement was approved by the Robert Bird Group Board of Directors on 30 June 2023.



Jason Beutel
Chief Executive Officer
Robert Bird Group

3. Our Organisation Structure, Business Operations and Supply Chain

3.1. About Us

Robert Bird Group is a renowned global consulting engineering firm, founded in 1982 in Brisbane, Australia. With a strong presence in various international markets, RBG remains steadfast in its firm commitment to engineering excellence. Our primary focus is on understanding and meeting our clients' unique requirements while delivering their visionary projects.

RBG manages a workforce of over 750 employees across eleven (11) locations operating both nationally and globally.

3.2. Our Vision

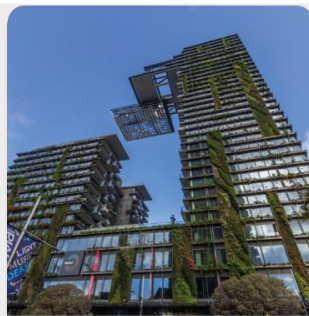
“We create the built environment of the future, shaping better lives, better communities and a better world, through the relentless pursuit of engineering excellence.”

3.3. Our Philosophies



LEAD.

We bring design leadership to projects, working with our clients to understand their vision and identify the project-specific drivers of value. We work collaboratively within the design and delivery teams of which we are a part to proactively drive the best outcomes for our clients, contributing to and supporting the full team to achieve the desired objectives.



CREATE.

We apply cutting edge engineering and digital technology to develop high quality project solutions for our clients. We are inspired by the challenge of delivering improved engineering outcomes through application of design innovation, and we advance the practice of engineering and construction to the benefit of our industry, society and world.



DELIVER.

We consider the construction process within our engineering solutions so that they embody design for delivery, being optimised for cost, programme and risk. We understand design for temporary conditions, construction equipment and logistics, and will work with the client and delivery team to integrate safety and practicality into the realization of our design.



SUSTAIN.

We believe in sustainable design. We believe that the conservation of the planet's limited resources is a priority for society and for our industry, and so we deliver design that is efficient and sustainable in its conception, detailing and execution. We support the development of renewable energy projects and have committed to being a 1.5 Degree company.

3.4. Our Shared Objectives



A Great Way To Work

We believe in supporting the development of an agile business that nurtures happier and healthier people empowered and inspired to drive value for our clients, society and the environment. We support the training, development, well-being and prosperity of our staff, and invest in systems and processes that enable their success. We respect the intrinsic dignity and value of all, and support our staff to become the best they can be.



A Great Way To Build

We believe in the ongoing development and delivery of value-generating solutions for all our projects. We bring engineering excellence to the design, procurement and construction phases of projects. We deliver solutions that lead to project delivery certainty, safety and sustainability, fair outcomes for project participants, and lasting professional relationships. We seek to improve the way our industry functions for the benefit of us all.



A Great Place To Live

We believe that by creating a positive society and environment for the future, our business will be more successful, our careers will be more effective, and our lives will be more fulfilled. We believe that the world of the future should be one that is progressive, inclusive, inspirational, enjoyable and equitable. We believe that society must become environmentally sustainable, socially sustainable, and financially sustainable for all people.

3.5. Organisational Structure

Robert Bird Group, a subsidiary of Surbana Jurong Holdings (Australia) Pty Ltd (SJHA), and a distinguished member of the Surbana Jurong Group. With a robust corporate structure, RBG comprises six (6) wholly owned subsidiary companies.

We maintain a strong global presence, with offices strategically located across Europe, Asia, the United States of America (USA), and the Middle East.

Refer to **Appendix 2** for additional organisation structure and location details.

3.5.1.1. Locations

The company offices are located globally at the following locations:

Asia Pacific Region

In the Asia Pacific region, our company maintains a strong presence with four (4) offices in Australia, strategically located in Brisbane, Sydney, Melbourne, and Adelaide. Additionally, we have two (2) offices in New Zealand, situated in Wellington and Auckland.

In addition, RBG has one (1) office also located in Hong Kong.

Middle East Region

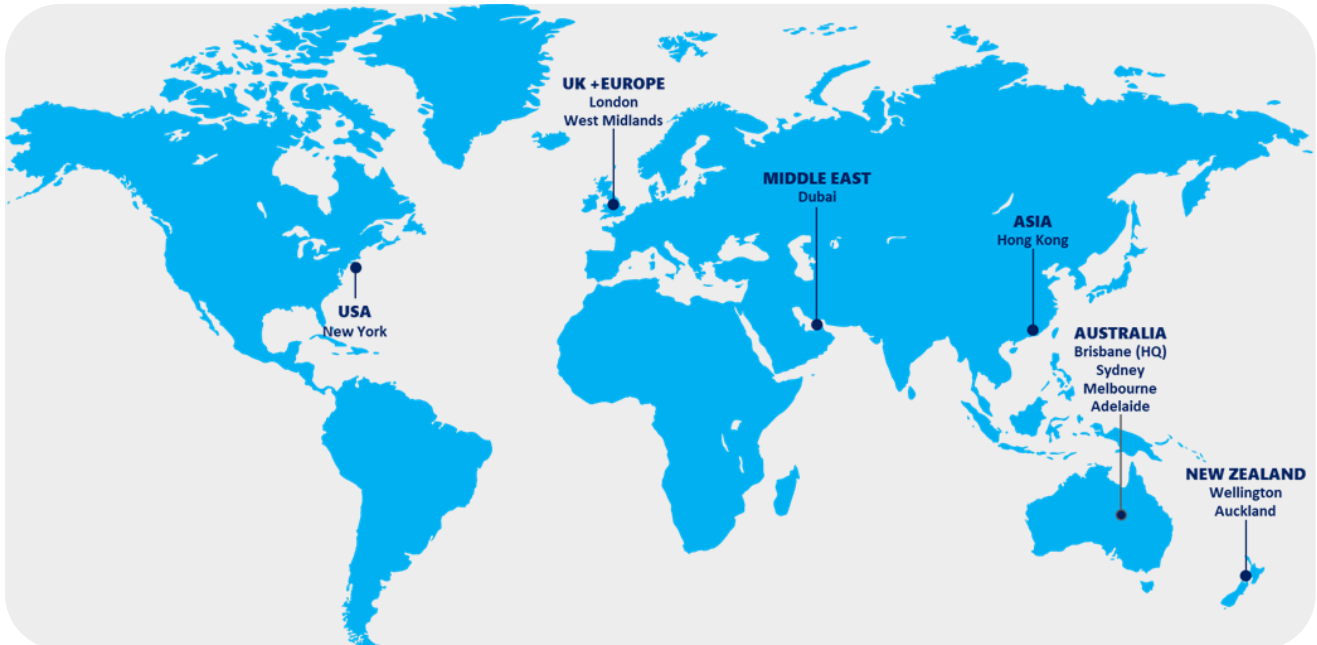
RBG has and one (1) middle east based office located in Dubai in the United Arab Emirates.

United Kingdom & Europe

The Company currently has two (2) United Kingdom (UK) based offices, located in Birmingham and London.

United States of America





RBG has one (1) USA based office, currently located in New York.



3.6. Business Operations

Robert Bird Group offers consulting engineering services primarily across five (5) disciplines.

Drawing upon our international expertise, the Company provides services in the following areas:

				
<p>Structural Engineering</p> <p>We provide innovative and buildable structural design solutions in all sectors across the globe, for buildings ranging from schools to super-tall towers, and for infrastructure ranging from wind farms to metro systems.</p>	<p>Civil Engineering</p> <p>Our civil engineers provide engineering design services from concept and planning through to detailed design, construction stage and maintenance, plus ongoing management advice for the operating life of a project where required.</p>	<p>Construction Engineering</p> <p>For more than 30 years, we have earned one of the finest reputations across the globe for construction engineering services that achieve our client's vision. We are provider of choice for specialist construction engineering services on some of the world's largest, highest-profile and most complex built-form projects.</p>	<p>Geotechnical Engineering</p> <p>We offer dedicated in-house Geotechnical Engineering teams based in London (our central hub), Birmingham and Dubai. RBG's award-winning geotechnical teams continue to provide industry-leading design solutions on a variety of challenging and prestigious building and infrastructure projects.</p>	<p>Virtual Design & Construction</p> <p>From simple explanatory details on still images to animated 4D movies, all the way to high-quality VR models that you can experience, our 4D construction visualisation team can powerfully demonstrate how risks will be managed, cost overruns will be avoided, projects will be completed and why tenders should be awarded.</p>

The scope of services offered by RBG includes:

- General engineering advice
- Design and documentation (concept to construction documentation)
- Site inspections and supervision
- Construction methodology design and advice
- Peer reviews
- Design verification

3.7. Supply Chain

Robert Bird Group recognises our suppliers play an important role in fulfilling our modern slavery and human rights commitments. As a service organisation, our supplier numbers are relatively small and contained to the administrative and service functions of RBG.

3.7.1 Zero-Tolerance

RBG has a **zero-tolerance** approach towards modern slavery and human rights abuses within our supply chain. We also consider the risks of forced labour and human trafficking to be relatively low in our supply chain, however, we take proportionate steps to mitigate these risks.

RBG acknowledges that certain operational areas may be more vulnerable to modern slavery and human rights concerns compared to others, nevertheless, RBG is unequivocally committed to maintaining the highest standards of operation across all locations, without exception.

3.7.2 Our Supply Chains

The supply chain of our company includes the providing of professional services (subconsultants) and the suppliers of administrative services, equipment and office consumables to our global workplaces, supporting the provision of our services and amenity to our employees.

New suppliers of goods or services to RBG are evaluated and through our supplier pre-qualification process and supplier contractor agreements, ensure suppliers declare, commit and adhere the same high ethical standards and laws and regulations. This evaluation is also extended to subconsultants.

As an additional measure to mitigate the risk to modern slavery, RBG requires suppliers to place the same stringent requirements on their first level suppliers.

We will assess any instances of non-compliance on a case-by-case basis and will then tailor remedial action appropriately.

4. Assessing Our Modern Slavery Risks

4.1. Supply Chain Activities

4.1.1 Modern Slavery Risk Identification

Considering the inherent characteristics of our operations, RBG evaluates the risk of modern slavery within our business and supply chain to be minimal.

RBG remains proactive in identifying potential areas of modern slavery risks within our supply chain. We have recognized certain industries, known for their high risk of modern slavery, which include:

- Facilities management (cleaning services)
- Office Equipment Suppliers
- Clothing Supplier (uniform and PPE related clothing)
- Electronics manufacturing (computer/IT hardware)
- Professional Engineering & Technical Services.

Facilities management (cleaning services)

- Cleaning services in facilities management pose concerns due to complex contracting, obscuring labour conditions, and leaving vulnerable workers open to exploitation.

Office Equipment Suppliers

- Suppliers of office equipment, especially in regions where child labour is prevalent in manufacturing and production, pose significant risks of modern slavery.

Clothing Manufacturing (uniform and PPE related clothing)

- Demand for affordable clothing/uniform production, fosters exploitative labour conditions, resulting in prevalent modern slavery within the industry.

Electronics Manufacturing (computer/IT hardware)

- Forced labour is widespread in electronics manufacturing, particularly in countries with weaker government oversight. Raw material sourcing may also involve modern slavery practices. Lack of due diligence in product selection can inadvertently support modern slavery.

Professional Engineering and Technical Services

- Robert Bird Group utilises the services of selected professional engineering and technical services companies some of which are in countries that are identified in the Global Slavery Index 2022 as having significant vulnerability to modern slavery practices. RBG recognises the importance of managing and monitor these suppliers contractually and by conducted audits.

4.1.2 Supply Chain Activities - High Risk

During the reporting period (2022), suppliers within the Robert Bird Group supply chain from industries and/or regions deemed high risk based on the Global Slavery Index 2022 include:

Outsourcing administrative functions

- RBG outsources payroll related administrative services to the parent company (SJHA), situated in the Philippines. The employees engaged by SJHA are administered by stringent policies and procedures. Despite the high-risk geographical location of the SJHA office, robust risk management processes have been established and are continuously monitored to ensure effective mitigation.
- RBG and the parent company, SJHA, outsources engineering services located in India with staff provided by two labour employment providers. Despite the potentially risky geographical location of this RBG and SJHA joint team, there are rigorous policies and procedures in effect. Furthermore, an Australian expatriate general manager provides additional oversight by directly managing the joint team in-country.

Refer to **Appendix 3** for more information about our supply chain.

4.1.3 Due Diligence

Robert Bird Group is dedicated to conducting annual reviews of modern slavery risks within our current operations and supply chain. These reviews encompass an examination of supplier contracts and the use of Supplier Pre-Qualification Questionnaires as part of the due diligence assessment process.

Assessment questionnaires involve evaluation of an entity's history, activities and documentation, before commencing any business relationship. The questionnaire serves as a valuable tool in determining the level of due diligence required for supplier assessments, aligning with our risk-based approach.

4.1.4 Building Awareness Through Training

Robert Bird Group has implemented initiatives to enhance employee awareness, such as the creation of an online training program focused on modern slavery:

The primary objective of this training is to equip employees with the knowledge and awareness of:

- Identifying instances of modern slavery within our operations and supply chains
- Recognising warning signs and red flags associated with modern slavery
- Understanding the reporting mechanisms for suspected or actual cases of modern slavery
- Engaging in scenario-based and interactive learning to reinforce understanding

Comprehensive awareness training, centralised training platforms, training scheduling from new starter inductions through to yearly awareness training is scheduled to be introduced during 2023.

5. Addressing Our Modern Slavery Risks

5.1. Modern Slavery Commitments

Robert Bird Group is committed to conducting business with utmost social responsibility and ethics, prioritising environmental protection, ensuring the safety of individuals, upholding human rights, and fostering respectful engagement with diverse communities and cultures in all our operational areas.

RBG undertakes to managing its societal impact, prioritizing safe, socially responsible, and sustainable work practices. We acknowledge that our actions can impact both our people and the communities we operate in. Modern slavery is unequivocally unacceptable to RBG in any shape or form.

RBG is dedicated to tackling modern slavery risks in its supply chains and operations. We strive to identify, prevent, and mitigate these risks as part of our global endeavour to eliminate modern slavery.

5.1.1.2. Commitments

Robert Bird Group is steadfast in safeguarding the human rights of our workforce, collaborators and partners. We will adhere to international conventions on human rights and comply with the provisions outlined in the Modern Slavery Act 2015 (UK) and Modern Slavery Act 2018 (Australia).

Robert Bird Group has embedded these below commitments within the Modern Slavery Policy

Robert Bird Group is committed to:

- Respect workers' ability to enter employment voluntarily and freely, without the threat of a penalty, and respect workers' freedom to terminate employment without penalty, excepting reasonable notice or as per any relevant contract or industrial instrument.
- Ensure all workers are of legal age to work under local laws or international standards, whichever is higher, and ensure children under 18 years of age will not be required to engage in work that is hazardous to their health or morals.
- Comply with local laws and regulations regarding minimum worker entitlements, including maximum hours of work and minimum wages and ensure workers are paid a living wage and ensure protection of the rights of all Robert Bird Group's local and migrant workers.
- Provide all workers with access to easily understandable information relevant to their circumstances and needs regarding their rights and obligations during all stages of employment, including recruitment.
- Respect workers' rights of freedom of association and rights to communicate openly with management regarding working conditions without threat of reprisal, intimidation, or harassment.
- Ensure workers are free from discrimination, harassment, violence, and prejudicial treatment.
- If instances of modern slavery are identified in its own operations, act as quickly as practicable

to stop and address adverse impacts on workers, individuals, or communities.

Robert Bird Group will never knowingly:

- Influence an employee's decision to exercise their rights to become a member of, or participate in, any union, staff support organisation or professional body.
- Place any restrictions on workers' freedom of movement, nor require workers to lodge deposits or identity papers with Robert Bird Group.
- Engage in misleading or fraudulent practices during the recruitment of employees or when offering employment or require workers to pay for their jobs.

6. Modern Slavery Policy and Governance

Robert Bird Group is committed to good corporate governance and has an interconnected corporate governance framework across the global business, where everyone has a role in a collective corporate response.

The RBG Modern Slavery Policy incorporates and embodies the above commitments.

6.1. Board of Directors

The Board of Directors leads the organisation's corporate governance structure and acts in a highly visible manner, ensuring the promotion and reinforcement of organisation-wide expectations to all employees, at all levels of the organisation and across all regions.

With respect to Modern Slavery, the Board is responsible for:

- Oversight of Robert Bird Group's Modern Slavery commitments,
- Regular assessment and review of the Modern Slavery Policy to ensure its ongoing alignment with the changing expectations of the community
- Implementing and managing an effective system within Robert Bird Group to ensure compliance with the policy Ensuring Robert Bird Group has an effective system to ensure compliance with the policy

6.2. Risk and Compliance Committee

The Risk and Compliance Committee (RCC) is established and supports the Board to fulfill its corporate governance obligations in relation to the overall risk and compliance management and framework for the company.

The RCC convenes quarterly bringing together representatives from Legal, Finance, Operations and Project Teams and corporate owned and controlled entity's, across all global sectors.

6.3. Consultation Across Our Group

RBG has an ongoing process for consultation throughout all global entities. The RCC forum enables for consultation and discussion, addressing emerging issues, while also supporting the formulation and enhancement of this joint Modern Slavery Statement of the Robert Bird Group.

This consultation process is to be formally aligned with the RCC charter which involves all representatives of the entities RBG owns and controls.

For the purpose of this statement, RBG refers collectively to all the reporting and controlled entities.

6.4. Reporting Mechanisms

RBG actively promotes a culture of reporting among its employees and supply chain, encouraging them to promptly disclose any observed or suspected breaches of ethical conduct, modern slavery and other human rights violations.

Employees can report suspected misconduct anonymously by following the Whistleblower Procedure or alternatively, can report directly to the Robert Bird Group CEO Jason.Beutel@robertbird.com and whistleblower@robertbird.com.

7. Continuous Improvement and Measuring Effectiveness

7.1. Continuous Improvement

RBG remains committed to upholding the highest standards of ethics and integrity in all aspects of its business and relationships, continually striving for improvement and adaptability. Improving our policies and procedures is a key part of our continuous improvement journey.

These **future commitments** include the following:

- Update of the Supplier Pre-Qualification Questionnaires;
- Formalisation of the RBG Corporate Governance Framework, creating a comprehensive document that outlines and integrates the entire governance structure including addressing modern slavery risk within this framework;
- Creation of a bespoke Group Compliance role responsible to ensure our business operations and procedures continue to comply with legal obligations and internal policies including managing modern slavery activities;
- Create and deploy an Enterprise Risk Management Framework that encompasses the development of an enterprise risk register also addressing modern slavery risks within the framework;
- Launching a centralised resource on our intranet;
- Group consultation process is to be formally aligned with the RCC charter;
- Review of the current due diligence process with a view to leverage of existing processes undertaken by the parent company;
- Continue to collaborate with our Surbana Jurong group partners.

7.2. Measuring Effectiveness

Robert Bird Group is dedicated to conducting timely reviews to assess the effectiveness of any remedial actions taken. If required, additional measures will be developed to address any identified gaps. These reviews will include re-evaluating the efficacy of control measures and may involve follow-up audits and procedural modifications as needed.

7.2.1 Planned Activities

Surveys

Planned employee surveys aimed at assessing the awareness of our employees in identifying modern slavery risks in their everyday work activities. Results will be used to improve training content to continue to elevate awareness throughout the organisation.

Incident Reporting

Reporting of incidents raised under the Whistleblower Procedure or elevated to the CEO to be investigated and reported to the RCC.

Policies and Procedures Review

Review of key documents and update where necessary to ensure effective response and alignment with our Modern Slavery Statement

Training and Capacity Building

Conduct further training for our employees to improve their understanding of potential incidences of modern slavery, and of our organisational policies.

During the year 2023, Robert Bird Group plans to implement comprehensive awareness training across the organization. This includes the establishment of centralized training platforms and the implementation of a training schedule that covers new employee inductions as well as yearly awareness training.

8. Appendix 1 - Statement Index

MSA Clause: Part 2 - Modern Slavery Statements	Title	Page No
Section 16 (1)(a) - identify the reporting entity	2. Board of Directors Approval & Appendix 2	3
Section 16 (1)(b) - describe the structure, operations, and supply chains of the reporting entity	3. Our Organisation Structure, Business Operations and Supply Chain	4 - 7
Section 16 (1)(c) - describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls;	4. Assessing Our Modern Slavery Risks	7 - 9
Section 16 (1)(d) - describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes	5. Addressing Our Modern Slavery Risks 6. Modern Slavery Policy and Governance	9 - 11
Section 16 (1)(e) - describe how the reporting entity assesses the effectiveness of such actions	7. Continuous Improvement and Measuring Effectiveness	11 - 12
Section 16 (1)(f) - describe the process of consultation with: (i) any entities that the reporting entity owns or controls	8.3 Consultation Across Our Group	11
(ii) in the case of a reporting entity covered by a statement under section 14—the entity giving the statement	2. Board of Directors Approval & Appendix 2	3
Section 16 (1)(g) - include any other information that the reporting entity, or the entity giving the statement, considers relevant	5.1 Modern Slavery Commitments	9

9. Appendix 2 - Organisation Structure & Business Operations

Entities	Name	Office Location	Registered Address	Employees (Approx.)
Reporting Entity (Private Company)	Robert Bird Group Pty Ltd ACN - 010 580 248	Brisbane, Australia Sydney, Australia Melbourne, Australia Adelaide, Australia	Level 1 480 St Pauls Terrace Fortitude Valley QLD 4006	320
		Dubai, United Arab Emirates		60
Owned Entities (100% owned by Reporting Entity)	Robert Bird & Partners Limited (UK)	London, UK Birmingham, UK	First Floor, Harling House 47-51 Great Suffolk Street London SE1 0BS United Kingdom	200
	Robert Bird Group (New Zealand) Ltd	Wellington, New Zealand Auckland, New Zealand	C/- BDO Wellington Limited Level 1, 50 Customer house Quay Wellington 6143, New Zealand	35
	Robert Bird Group Hong Kong Ltd	Hong Kong	Room 709-710, Tower 1, Silvercord 30 Canton Road Tsim Sha Sui, Kowloon, Hong Kong	10
	Robert Bird Group (USA) Inc	New York, USA	C/ The Corporation Trust Company Corporation Trust Centre 1209 Orange Street, Wilmington New Castle County, Delaware USA 19801	10
	Robert Bird Group Engineers P.C.			
	Robert Bird Group (Malaysia) Sdn Bhd	No current office	Suite 1005, 10 th Floor Wisma Hamzah Kwong Hing 1 Leboh Ampang 50100 Kuala Lumpur, Malaysia	0
	Parent Company (Private Company)	Surbana Jurong Holdings (Australia) Pty Ltd ACN 612 229 (Part of the Surbana Jurong Group, Singapore)	Sydney, Australia	Level 5, 20 Berry Street, North Sydney, NSW 2060

