



**MODERN SLAVERY
STATEMENT FY22**



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MESSAGE FROM THE CEO

At Enviropacific, we support the principals of the Modern Slavery Act 2018 in such that we recognise the serious violations of an individual's Human Rights and Dignities and the range of exploitive practices the Act stands against including human trafficking, slavery, servitude, forced labour and debt bondage.

We commit to promoting the highest standard of ethical behaviour and social responsibility and make the commitment that our business, and those within our supply chains practices and arrangements are grounded in integrity and ethical behaviours.

We demonstrate our ongoing commitment through our Annual Modern Slavery Statement.

A handwritten signature in blue ink, appearing to read 'D. Tucker', positioned above the printed name.

David Tucker

Managing Director & CEO

Approved by the Board on 20 December 2022.

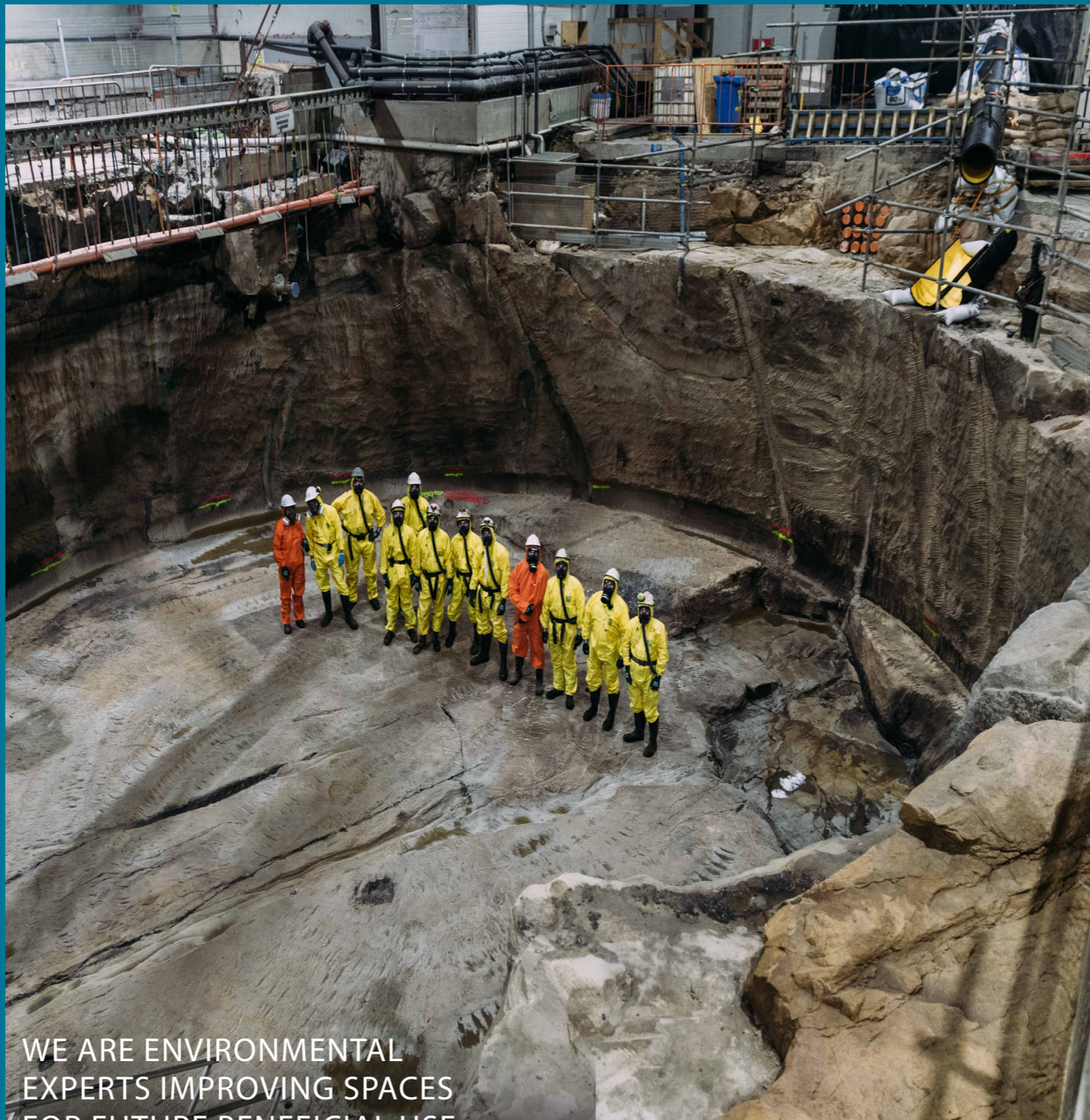
CREATING SAFER AND HEALTHIER ENVIRONMENTS FOR COMMUNITIES

Enviropacific is a specialist infrastructure service provider delivering sustainable engineering and applied science solutions. We make environments and communities safer and healthier by leveraging our knowledge and expertise to help stop, prevent and reverse environmental damage.

We are a trusted, long-term provider to the public and private sectors and manage some of the most complex environmental projects and fuel facilities in Australia. We challenge conventional thinking and leverage best practice in our design, applied science, engineering and project management. We deliver best in class, value-for-money solutions on time and on budget.

Our specialist services include:

- ▶ Remediation of contaminated sites
- ▶ Site enabling works including demolition and hazardous materials management
- ▶ Design, construction and operation of water treatment plants designed drinking, waste and construction waters.
- ▶ Construction and fuel maintenance, at defence, industrial fuel facilities.
- ▶ Treatment of contaminated soils, industrial waste and liquids at our SOLVE permanent waste facility.



WE ARE ENVIRONMENTAL EXPERTS IMPROVING SPACES FOR FUTURE BENEFICIAL USE

EVERYTHING WE DO IS UNDERPINNED BY OUR CORE PRINCIPLES:

▶ **People First** - We invest in our people: their safety, their work environment and their personal and professional development.

▶ **Customer Focus** - We deliver what we promise and operate with integrity to provide high-quality, innovative, value-for-money solutions.

▶ **Team Effort** - Together, we achieve more. Through effective leadership, we build our multi-disciplinary project teams on a strong foundation of trust, respect, mutual responsibility and genuine collaboration.

▶ **Creative Thinking** - We have the courage to challenge conventional thinking, to innovate and continuously improve.

Founded in 2001, Enviropacific has grown to become a trusted, full-service provider to the public and private sectors. We are focused on providing innovative, safe and consistent solutions to our clients' projects and challenges. To do this, we engage as early as possible with clients to capitalise on innovative project design. We then successfully execute the project, delivering a positive outcome because of our client focused solutions.

We have over 30 industry specific licenses, which allow us to deliver our services without compromise or delay. These licences span specialist service areas including demolition, hazardous materials, waste and water treatment. Our projects span from one day emergency response to multi-year transformations.

Our integrated HSEQ system is locally and globally accredited. Our commitment to making communities healthier and safer is upheld by all.

We provide uninterrupted support for customers' complex projects across Australia through our specialty plant and equipment, delivered by our highly experienced team. We are able to rapidly respond to project needs, delivering a bespoke solutions across projects of all types, scales and complexities.

OVER
4,000
PROJECTS SUCCESSFULLY
DELIVERED

FOUNDED IN
2001



REPORTING ENTITY

The reporting entity is Enviropacific Services Limited (ACN 111 372 064) whose registered office is at Level 5, 123 Epping Road Macquarie Park NSW 2113 (Enviropacific). This Modern Slavery Statement covers the reporting entity and all of its Related Body Corporates (as defined by the Corporations Act 2001 (Cth)). This Modern Slavery Statement is made pursuant to the Modern Slavery Act 2018 (Cth).

OPERATIONS AND SUPPLY CHAIN

Enviropacific is one of Australia's leading environmentally focused service businesses, delivering sustainable engineering and applied science solutions for the prevention and remediation of solid and liquid contamination. Enviropacific was established in 2001 and has completed more than 4,500 projects for its customers. Enviropacific is headquartered in Sydney and employs more than 380 people. Enviropacific operates exclusively in Australia and has a diverse customer base

across a range of sectors, including government and utilities, property, infrastructure and industrial sectors.

Enviropacific has a vast network of suppliers from whom it procures goods and services. In FY22, Enviropacific procured approximately \$174M of goods and services from over 4,000 suppliers.

Enviropacific's supplier network is predominantly Australian and highly concentrated, with the top 6 suppliers representing almost a third of Enviropacific's total spend.



OVER
380
EXPERIENCED EMPLOYEES
NATIONALLY



OVER
97%
LOCAL SUPPLIERS



OVER
4,500
PROJECTS
SUCCESSFULLY DELIVERED

SUPPORTING OVER
4,000
LOCAL BUSINESSES



SUPPORTING AUSTRALIAN
ECONOMY WITH
\$174M
GOODS AND SERVICES
SPENDING





RISK MANAGEMENT APPROACH

The board of Enviropacific is responsible for the governance of the company. The board approves all of Enviropacific's key operating policies to ensure the company acts legally and ethically in the pursuit of its core values.

In FY20, Enviropacific's board performed an evaluation and update of its key operating policies, including the Code of Conduct, Anti-Bribery and Corruption Policy, Whistleblower Policy and Diversity and Inclusion Policy.

In FY21, training on the key operating policies was rolled out by Enviropacific's human resources team to Enviropacific employees.

CODE OF CONDUCT

The Code of Conduct sets out the requirements and expectations of behaviour at Enviropacific. The Code applies to all employees, directors, contractors, consultants and others who act on behalf of Enviropacific under its instruction (Applicable Persons). Enviropacific expects Applicable Persons to understand and comply with the Code, act in accordance with Enviropacific Principles of People First, Team Effort, Creative Thinking and Customer Focused, and perform their duties with honesty and integrity in all areas.

WHISTLEBLOWER POLICY

This Policy has been implemented to ensure individuals can raise concerns regarding any business misconduct or improper state of affair or circumstance (including unethical, illegal, corrupt or other inappropriate conduct) without being subject to victimisation, harassment, discriminatory or detrimental treatment.

ANTI-BRIBERY AND CORRUPTION POLICY

This Policy has been implemented to assist Enviropacific's employees, directors, contractors, consultants and other persons that act on behalf of Enviropacific and its associates to understand and comply with anti-bribery and corruption laws.

DIVERSITY AND INCLUSION POLICY

This Policy sets out Enviropacific's commitment to fostering a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organisation's success. These policies underpin Enviropacific's operations and business practices, including its approach to procurement.



MODERN SLAVERY RISKS

Enviropacific prioritises the use of Australian suppliers to procure goods and services.

During FY22, approximately 97% of Enviropacific's total spend on goods and services was with 4,318 Australian suppliers. The remaining 3% of spend comprised of 13 international suppliers.

Australian suppliers are governed by Australian legislation, which affords a high level of protection to Australian workers. In particular, the Australian occupational work,

health and safety legislation and employment law place extensive positive obligations on Australian businesses to keep Australian workers safe and ensure that they are treated fairly. As a result, Australia has a low modern slavery risk level.

On this basis, Enviropacific considers that by engaging predominately Australian suppliers, its exposure to modern slavery risks is also low.

ACTIONS TAKEN AND EFFECTIVENESS ASSESSMENT

While Enviropacific considers its exposure to modern slavery risks is low, it has taken measures to address the residual risk.

In FY20 Enviropacific undertook an update of its standard contracting documents and introduced terms in its standard subcontracts to specifically deal with modern slavery risk. In particular, Enviropacific requires its counterparties to provide contractual warranties not to engage in any modern slavery practices and to take all reasonable steps to satisfy itself that its supply chains do not involve modern slavery practices.

Further, the subcontracts positively oblige those counterparties to adhere to Enviropacific's Code of Conduct and Anti-Bribery and Corruption Policy. Compliance with these provisions of Enviropacific's standard subcontracts ensures that parties comply with international and domestic requirements relating to modern slavery.

In FY22 Enviropacific continued, as part of its normal course of business, to utilise these subcontracts with its suppliers. Enviropacific will continue to monitor and assess its supply chain risks in respect of modern slavery.

ENVIROPACIFIC IS A SPECIALIST
ENVIRONMENTAL SERVICES PROVIDER
DELIVERING SUSTAINABLE ENGINEERING
AND APPLIED SCIENCE SOLUTIONS.

WE MAKE ENVIRONMENTS AND
COMMUNITIES SAFER AND HEALTHIER
BY LEVERAGING OUR KNOWLEDGE AND
EXPERTISE TO HELP PREVENT, STOP AND
REVERSE ENVIRONMENTAL DAMAGE.



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