



WTP AUSTRALIA PTY LTD

MODERN SLAVERY STATEMENT

2019/20

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ABOUT

WTP Australia Pty Ltd in Australia and its related bodies corporate (WT Group) offshore is subject to the Modern Slavery Act 2018 (Cth) ('Act') that commenced operation on 1 January 2019. The Act requires reporting entities subject to the Act, to produce an annual modern slavery statement. Our first annual statement is due on 31 March 2021.

This statement covers the WT Group's Australian and offshore subsidiaries and activities.

WTP Australia Pty Limited	WTP Property Consultants Limited
WT Partnership Aust. Pty Limited	WTP Cost Advisory Services India Pvt Limited
WT Consultancy Pty Limited	WT Middle East Consultancy LLC
WTP America LLC	WT Software Pty Limited

This statement sets out the steps that the WT Group is taking to identify, assess and minimise the risk that modern slavery or human trafficking is taking place within our business or supply chains.

1 PURPOSE

The purpose of this statement is to confirm WT Groups commitment to the elimination of modern slavery and our approach to comply with our obligations under the Act. The WT Group adopts a robust approach to slavery and human trafficking, and we take a zero-tolerance approach to non-compliance with the Act within our business and our supply chains.

The WT Group acknowledges its responsibilities in safeguarding human rights through ethical and sustainable business practices in accordance with the United Nations Guiding Principles on Business and Human Rights.

Modern slavery includes slavery, servitude, debt bondage, human trafficking and forced labour. WT Group has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to having effective systems and controls in place to minimise the risks of any form of modern slavery taking place within our business and our supply chains.

2 OUR BUSINESS

WT Group is a quantity surveying and construction cost management organisation that provides a range of consultancy services. The majority of the Group's business operates in Australia, with offshore operations located in the USA, Canada, India, and the UAE. Key businesses include quantity surveying, infrastructure cost engineering, superintendent and independent certifier services, facilities management consultancy, asset management advisory, P3 advisory, lenders technical advisory, scheduling, building technical due diligence, independent commissioning agents, and contracts, claims & disputes (expert witness). We employ around 500 people and operate from 40 offices.

Further information about WT Partnership's structure, functions, and the markets within which we operate can be found at <http://www.wtpartnership.com>. We have a relatively simple supply chain that includes the purchase of products and services needed for the businesses day-to-day operations including office supplies, employment and training of staff, external legal and accounting advice, leasing of office space, IT infrastructure and support services and travel.

The WT group has various policies in place that support our day-to-day operations to ensure all staff and suppliers meet the WT Groups core values. The majority of our workforce comprises salaried skilled professional staff. We employ specialist subconsultants as required in all our areas of operation, generally to supplement our resources in undertaking our professional services.

3 OUR POLICIES

WT has a longstanding commitment to conducting business in a responsible way and in accordance with our Code of Conduct. We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-bribery and corruption policy.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Code of conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.
4. Modern Slavery Supplier Assessment Form. This is a process for the selection and approval of goods and services and assessment of risk.
5. Whistleblowing policy. We operate a whistleblowing policy with an external independent hot line channel so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
6. Diversity and Inclusion. This policy ensures that employees are treated equally in all employment matters. including recruitment, selection, transfer, promotion, training and development, performance review and termination. It also applies to remuneration practices, benefits, and all other conditions of employment.

4 ACTIONS

The WT Group has strong management capability that is responsible for strategy development and execution. The Board and Executive Leadership Team operate under charters that provide detail on roles, responsibilities, and ethical conduct.

WT is currently developing a modern slavery policy and conducting a full investigation of our modern slavery risks, inclusive of our supply chain. The objectives are to:

1. Assess potential clients and suppliers for forced labour or modern slavery risks before appointing them;
2. Conduct risk assessments which identify actual or potential modern slavery risks;
3. Enter into transparent and formal contracts with suppliers rather than utilise informal arrangements;
4. Require suppliers to comply with Modern Slavery legislation (and cascade those obligations through their supply chains)
5. Use our best endeavours to oblige suppliers to act in accordance with the Act and our code of conduct and policies
6. Provide appropriate training to our staff on modern slavery obligations; this training will include ethics and compliance with our values, directives and processes, people management and communications skills to create a strong culture of tolerance of others, transparency in decision-making and mutual respect, that supports our position on Modern Slavery..
7. Monitor compliance with the above throughout our business through consultation within the business, our internal systems, processes and reporting requirements;

5 OUR PERFORMANCE INDICATORS

THE BOARD IS COMMITTED TO REVIEWING ITS BUSINESS MODEL IN LIGHT OF MODERN SLAVERY RISKS

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.
- Internal auditing does not show any breaches of increased risks of modern slavery occurring within our business operations

6 APPROVAL FOR THIS STATEMENT

This statement was approved by the Board of Directors on 03 / 12 / 2020



Nick Deeks (Managing Director)

