

Modern Slavery Statement 2020

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A Monadelphous employee installing equipment to the long-term evolution (LTE) tower at BHP's Jimblebar, Newman, Western Australia.



Introduction

Monadelphous Group Limited (ACN 008 988 547) is an Australian company, publicly listed on the Australian Securities Exchange (ASX:MND), registered at 59 Albany Highway, Victoria Park, Western Australia, 6100, Australia.

This statement has been developed in accordance with the requirements of the Australian Modern Slavery Act 2018 (Cth) (the Act), and sets out the actions taken by Monadelphous Group Limited and its wholly owned and controlled entities (referred to collectively in this statement as 'Monadelphous', the 'Group', the 'Company') to identify, assess and address modern slavery risks in its operations and supply chain.

Modern slavery involves grave abuses of human rights and serious crimes. It includes human trafficking, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services and the worst forms of child labour.

This statement is for the year ended 30 June 2020. References in this report to 'year' or 'period' refer to the financial year ended 30 June 2020, unless otherwise stated.

Overview

Modern slavery continues to remain a global issue, affecting approximately 40 million victims around the world (as estimated by the United Nations and Walk Free Foundation). The Company operates within a number of countries with a higher inherent risk for modern slavery and with a global supply chain, Monadelphous remains cognisant of its objective to not cause or contribute to modern slavery through its operations and business dealings.

Monadelphous respects the human rights of every person involved in its operations, supply chain and the communities in which it operates. It does not accept any form of modern slavery in the conduct of its operations and in its supply chain and is committed to ensuring that all workers are treated fairly, ethically and with respect.

During the year, Monadelphous undertook a review of its existing policies and procedures to ensure it effectively addresses the risk of modern slavery in its operations and supply chain. Policy and governance documents were bolstered and an expert third party provider was engaged to assist in the development of a modern slavery framework

and associated processes. The framework describes the processes and tools required to prevent, detect and respond to incidents of modern slavery and human rights abuses and is aligned to the Group's existing risk management framework.

Through the review, Monadelphous identified that its greatest risk exposure to modern slavery is in its supply chain. Therefore, taking a risk-based approach, focus has been on implementing appropriate processes to address these risks.

Key activities undertaken during the year ended 30 June 2020

- Review of existing policies and procedures
- Developed modern slavery framework, risk assessment criteria and supply chain due diligence with assistance from third party provider
- Updated existing policies to address modern slavery and human rights and developed new Human Rights Policy
- Completed supply chain mapping and identification of high risk suppliers, supplier screening and risk assessment
- Updated procurement and subcontract templates for modern slavery controls
- Updated supplier onboarding process
- Code of Conduct training updated for awareness of modern slavery risks
- Developed roadmap for continuous improvement

Monadelphous recognises that continual improvement is key to reducing the risk of modern slavery. The Company has developed a roadmap outlining its way forward and the actions required over the next few years. The Company will regularly monitor the effectiveness of its processes in preventing, detecting and responding to modern slavery risks and adapt them accordingly.

To date, the Company has not identified any instances of modern slavery in its operations or supply chain.

Structure, operations and supply chain

Monadelphous is an Australian engineering group headquartered in Perth, Western Australia, providing construction, maintenance and industrial services to the resources, energy and infrastructure sectors.

The Company builds, maintains and improves its customers operations through safe, reliable, innovative and cost-effective service solutions. The Company aims to be recognised as a leader in its chosen markets and a truly great company to work for, work with and invest in.

Structure and operations

Monadelphous has two operating divisions, Engineering Construction and Maintenance and Industrial Services, which undertake works predominantly in Australia, with overseas operations in New Zealand, China, Papua New Guinea, Mongolia, the Philippines and Chile.

The Company operates from major offices in Perth and Brisbane, with regional offices in Sydney, Newcastle, Beijing (China), Ulaanbaatar (Mongolia), Manila (Philippines) and Santiago (Chile), and a network of Australian workshop and depot facilities in Kalgoorlie, Karratha, Port Hedland,

Newman, Tom Price, Darwin, Roxby Downs, Gladstone, Hunter Valley, Mackay, Bibra Lake, Bunbury, Chinchilla, Mudgee and Rutherford.

At 30 June 2020, Monadelphous employed 5,564 employees.

This statement applies to Monadelphous Group Limited (ultimate holding company), its wholly owned entities and the entities it controls. Refer to Appendix A for a listing of these entities as at 30 June 2020.

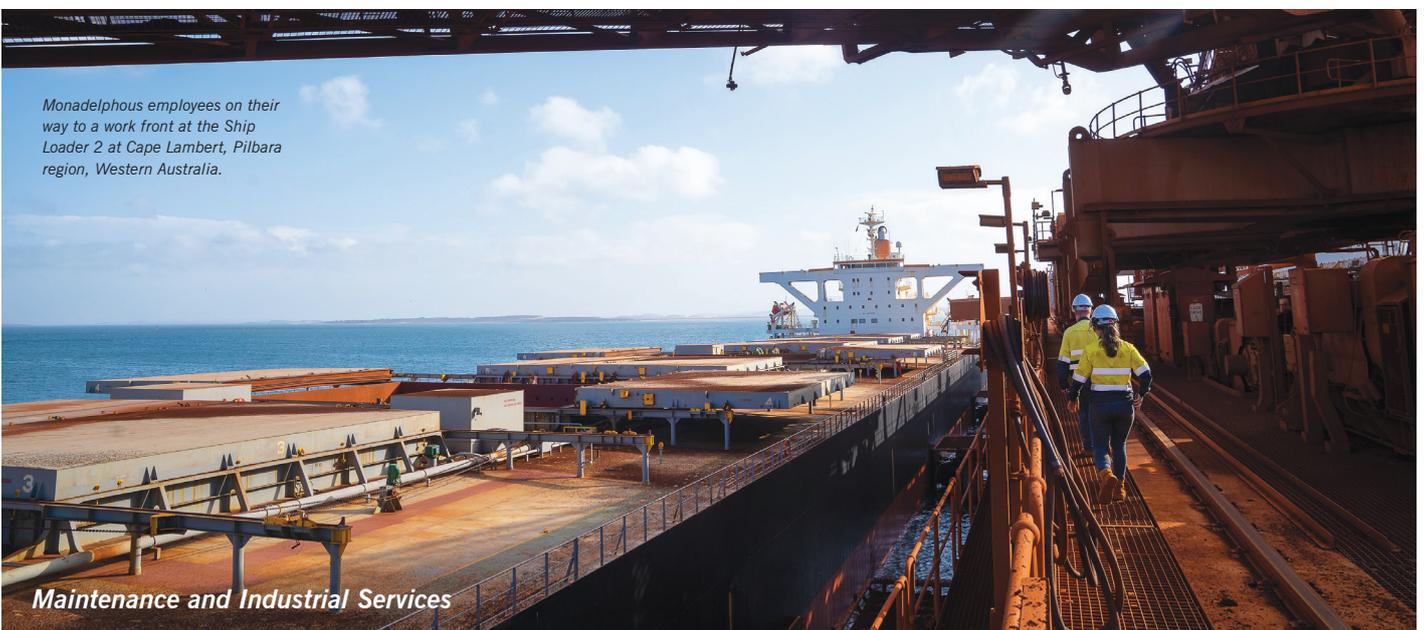
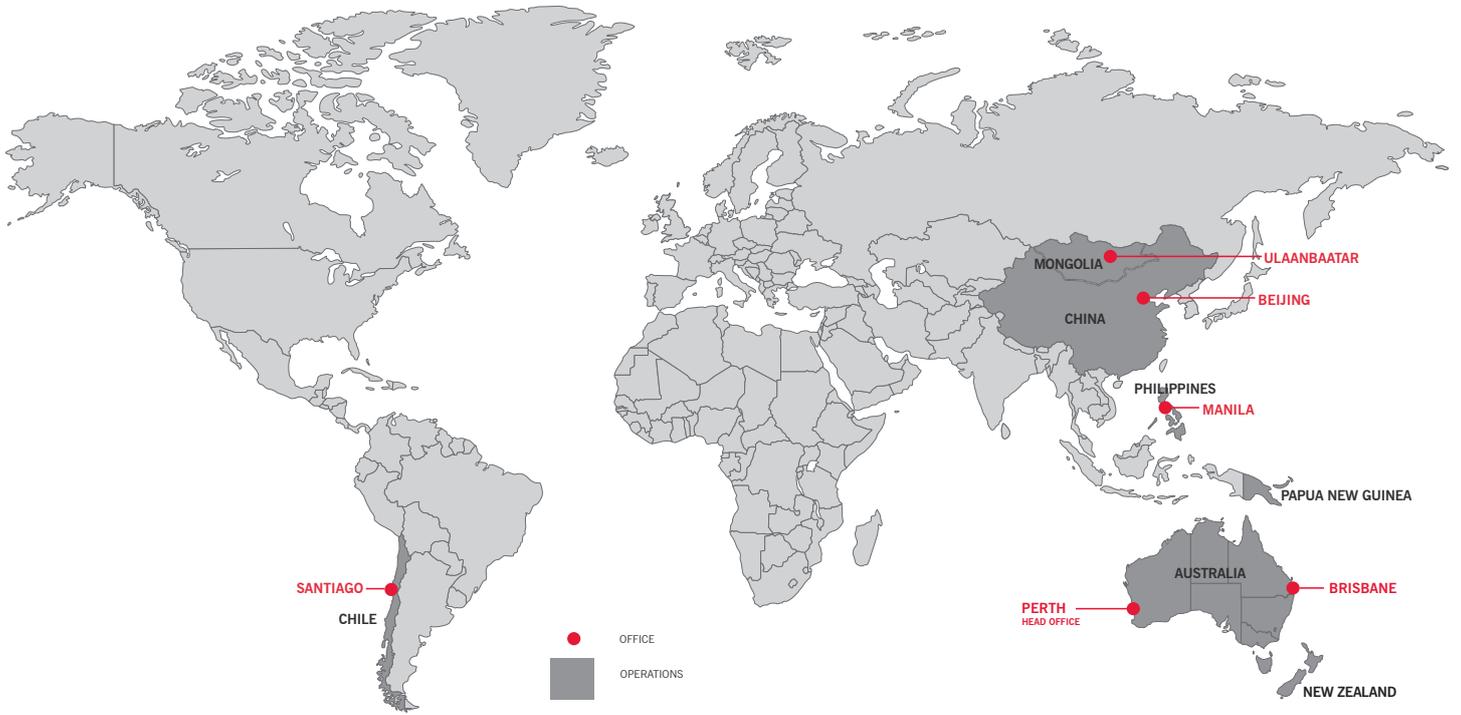
Engineering Construction

The Engineering Construction division provides large-scale multidisciplinary project management and construction services. These include fabrication, modularisation, procurement and installation of structural steel, tankage, mechanical and process equipment, piping, commissioning, demolition, water asset construction and maintenance, heavy lift, electrical and instrumentation, and engineering procurement and construction services.

Maintenance and Industrial Services

The Maintenance and Industrial Services division specialises in the planning, management and execution of mechanical and electrical maintenance services, shutdowns, sustaining capital works, fixed plant maintenance services, access solutions, specialist coatings and rail maintenance services.





Supply chain

Monadelphous operates in diverse markets with a global supply chain. At 30 June 2020, the Company maintained a supplier database of over 6,000 suppliers, with the majority (85 per cent) of its annual supplier spend of approximately \$767 million occurring with suppliers and subcontractors located in Australia. Additional spend countries include China (3 per cent), Mongolia (1 per cent), New Zealand (2 per cent) and Papua New Guinea (3 per cent).

The Company sources a diverse range of goods and services. The top categories of supply by spend for the year ended 30 June 2020 were:

- Plant and equipment hire and maintenance
- Workforce labour hire
- Professional engineering services
- Subcontract construction services
- Transport, travel and accommodation
- Construction materials and consumables

The following identifies the primary overseas countries from which Monadelphous sources goods and services.

China

- Construction materials and consumables:
 - Electrical and instrumentation
 - Piping
 - Structural steelwork
- Professional engineering services:
 - Electrical commissioning
- Travel and accommodation

India

- Engineering consultancy and design

Mongolia

- Construction materials and consumables:
 - Civil
 - Mechanical equipment
 - General construction consumables
- Plant and equipment hire and maintenance
- Subcontractor construction services
- Travel and accommodation

New Zealand

- Subcontractor construction services
- Workforce labour hire
- Construction materials and consumables:
 - Piping

Papua New Guinea

- Engineering consultancy and design
- Workforce labour hire
- Construction materials and consumables:
 - General construction consumables
 - Structural steelwork
- Travel and accommodation
- Plant and equipment hire and maintenance

The Company prefers to undertake business with prequalified suppliers operating under negotiated subcontracts and procurement order terms and conditions. During the period, \$744 million or 97 per cent of its supply chain spend was under negotiated subcontract agreements and Company procurement terms and conditions.



Monadelphous employee working on Pukaki Irrigation Scheme, New Zealand.

Identifying risks of modern slavery

Operations

The majority of Monadelphous' employees are employed directly and under permanent, fixed-term, part-time or casual contracts, or under enterprise bargaining agreements, which significantly lowers the risk of modern slavery. All Company employment contracts meet or exceed the applicable employment legislation in the countries in which the Company operates.

However, within some part of its operations, Monadelphous also utilises labour through third party providers and subcontractors. The Company may or may not have direct supervision over the third party workforce and transparency over the terms and conditions of employment. The risk of modern slavery occurring is greater for labour suppliers that operate in geographies and industries with a higher prevalence and elevated risks of modern slavery.

The following areas of the business have been identified as operational activities that may cause or contribute to modern slavery practices due to their use of labour providers and subcontractors in high risk geographies and industries (by reference to the Global Slavery Index):

Operation	Description of services
Mongolia operations	Provider of construction services in the Mongolian industrial construction industry utilising local Mongolian subcontractors.
Papua New Guinea operations	Provider of construction and industrial maintenance services in the Papua New Guinea minerals and oil and gas industries utilising local subcontractor service providers.
China operations	Provider of industrial fabrication management services operating with a range of preferred manufacturing subcontractors located in China.
Outsourced services in the Philippines	Outsourced professional services are provided to Monadelphous through partnerships with Filipino outsourcing labour companies located in Manila.

Supply chain

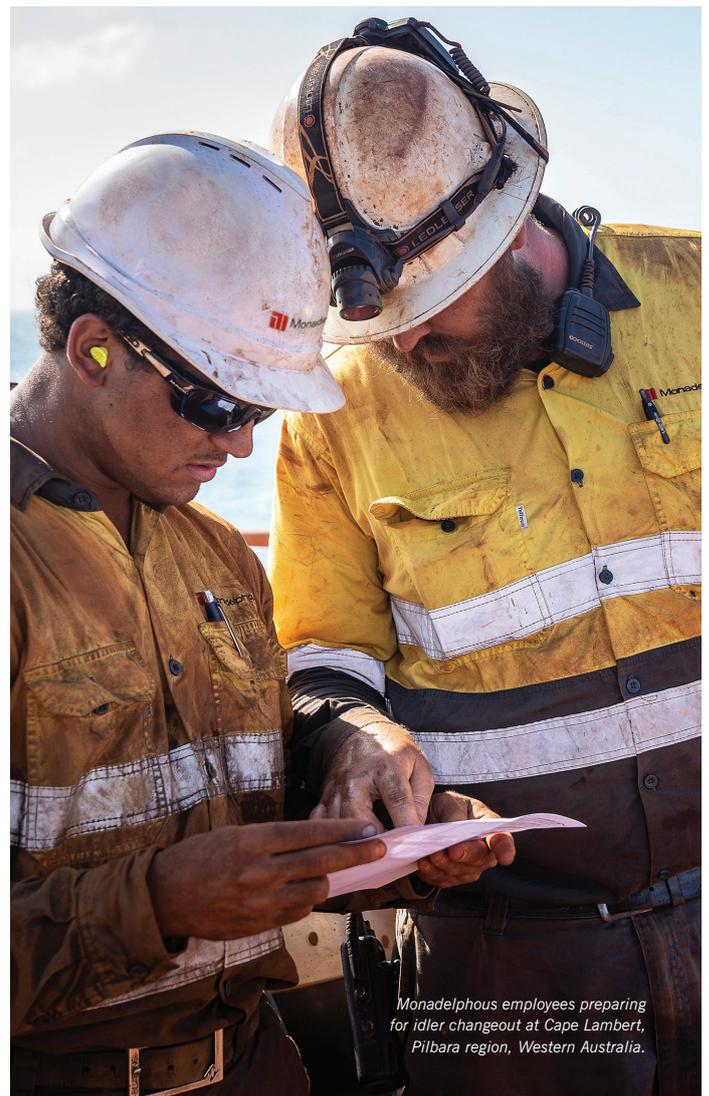
During the year, a review was undertaken of Monadelphous' direct supplier list, applying risk assessment criteria, including industry, geography and spend, to identify those

suppliers that may be classified as higher risk and requiring additional review. Suppliers were identified as high risk where operating in industries and geographies with greater prevalence of modern slavery by reference to the Global Slavery Index. Although spend is not an indicator of modern slavery risk, it is relevant for the analysis undertaken due to the ability of the Company to influence suppliers with whom it has high spend.

Analysis identified that suppliers exposed to higher risks of modern slavery typically operated within specific industries with known labour risks and those recruiting vulnerable populations. The high risk industries identified within the Monadelphous supply chain includes:

- Construction
- Manufacturing
- Recruitment agencies and labour brokers

Further, Monadelphous utilises suppliers located in China, India, Mongolia, Papua New Guinea and the Philippines, countries recognised by the Global Slavery Index as having a higher risk of modern slavery.



Mitigating risks of modern slavery

During the year, Monadelphous undertook a program to update its policies and procedures to ensure they effectively address the risks of modern slavery. This included a review of modern slavery risks and how they may impact the Group, an analysis of its existing policies and processes, and the implementation of its modern slavery framework. The framework articulates the Company's commitment to respecting human rights and encapsulates the actions taken, and to be taken in the future, by the Company to prevent, detect and respond to the risks of modern slavery in its operations and supply chain.

Stakeholder engagement and collaboration

The modern slavery framework implemented applies to Monadelphous Group Limited and its wholly owned and controlled entities.

During its development and ongoing implementation, consultation was undertaken with both corporate and operational stakeholders across the Group. Detailed interviews were conducted with operational leads to identify pertinent risks and ensure appropriate consideration. In addition, a third party provider with expertise in supply chain risk was engaged, and a range of modern slavery focused organisations were consulted and/or provided data, contributing to the development of the framework.

Policies and governance

The Company's modern slavery framework is aimed at preventing, detecting and responding to incidents of modern slavery and human rights abuses in its operations and supply chain. The framework aligns with the Group's overarching risk management framework and consists of the following elements:

1. Control environment – culture and values, policy and governance
2. Risk identification and assessment – identifying and assessing modern slavery risks relevant to the Group's operations and supply chain
3. Risk management and control activities – managing and controlling modern slavery risks in the Group's operations and supply chains
4. Information and communication – providing information, education and awareness to employees, suppliers, customers, investors and other stakeholders

5. Monitoring and reporting – assurance, reporting and continuous improvement of processes

The Monadelphous Board is responsible for overseeing the Group's governance and risk management practices, which includes the modern slavery framework. Underpinning the framework are a suite of policies outlining the Company's commitment and expectations in relation to modern slavery. During the year, the Code of Conduct was reviewed and enhanced for updates associated with the implementation of the modern slavery framework. The Company also formalised its policy on human rights articulating its commitment to operating in accordance with the United Nations (UN) Universal Declaration of Human Rights and UN Guiding Principles on Business and Human Rights.

The Monadelphous Supplier Code of Conduct outlines its minimum expectations of its suppliers in relation to human rights, including compliance with laws on employment practices, zero use of forced or compulsory labour and equal opportunity in employment, in addition to health and safety, environmental impacts, business integrity and ethics.

The policies described below underpin the Monadelphous modern slavery framework. These policies are available via the Company's website at www.monadelphous.com.au.

Policy / Procedure	Purpose
Code of Conduct	Provides guidance on the expected behaviour of all Monadelphous employees.
Human Rights Policy	Outlines Monadelphous' commitment to respecting the human rights of every person involved in its operations, supply chain and communities.
Sustainability Policy	Outlines Monadelphous' commitment to the sustainable development of its business through the effective management of economic, environmental and social risks and opportunities.
Integrity and Whistleblower Policy	Provides a reporting framework through which Monadelphous employees, contractors, and members of the public are able to report instances of actual or suspected unethical or unlawful conduct, without fear of detrimental conduct.
Anti-Bribery and Corruption Policy	Outlines Monadelphous' zero tolerance to any form of bribery or corruption in the conduct of its activities.
Supplier Code of Conduct	Outlines Monadelphous minimum expectations of the conduct of its suppliers in the areas of labour, human rights, integrity, ethics, health, safety and environment.

Labour practices

Monadelphous engages its employees under fair, just and ethical employment contracts and does not partake in high risk or unethical labour engagement practices. The Company is guided by the following labour engagement principles:

- Not utilising migrant or seasonal labour
- Not charging employees to work through recruitment fees or imposing fines
- Not retaining employee original identification documents or preventing employees from moving freely
- Not using child labour
- Not undertaking deceptive recruiting practices

Training and awareness

Improving awareness of modern slavery is a critical aspect in identifying and addressing risk. The Company's Code of Conduct training was updated during the year to include modern slavery and labour rights awareness content in line with changes to policies. Company employees are required to undertake the Code of Conduct training annually.

During FY21, specific training will be rolled out for Company employees operating in high risk locations or interacting with high risk suppliers.

Customer engagement

A range of customer engagement activities occurred during the year, including the disclosure of Monadelphous' modern slavery risks and practices to assist customers in meeting their modern slavery reporting requirements. This collaboration will ensure greater overall transparency relating to industry labour and human rights practices.

Reporting of human rights concerns

Monadelphous has an independently facilitated integrity hotline service, where employees, contractors and members of the public can report instances of actual or suspected unethical or unlawful conduct associated with Monadelphous operations.

Supplier contractual terms and conditions

The Company updated its group procurement and subcontract terms and conditions templates to include modern slavery requirements, thereby ensuring contractually

binding compliance with applicable laws. In addition, the Monadelphous Supplier Code of Conduct, of which it requires its suppliers to comply, articulates the Company's expectations of supplier behaviour.

These templates commenced roll out during the year and will continue to replace existing contractual agreements over subsequent periods.

Supplier due diligence

Initial supplier due diligence screening

During the year, Monadelphous applied its newly developed modern slavery risk assessment criteria, which is based on industry and geography, to its supplier database, with high risk suppliers requiring detailed supplier due diligence screening. The screening was undertaken by a third party provider specialising in supply chain risk, and involved detailed review of publicly available information to identify any social or labour rights concerns and assessed the supplier's modern slavery and labour rights policies. The outcome of the screening process indicated:

- Suppliers targeting western markets demonstrated more transparent policies and practices
- Companies owned by global conglomerates presented lower risks
- Specialist providers were less likely to have labour rights issues as they were subject to more external governance
- Maturity of supplier modern slavery policies and practices vary significantly
- Limited visibility in the Group's supply chain operating in China

On the basis of these observations, additional supplier assessment processes were required to improve visibility of modern slavery practices within the Group's direct supply chain.

Supplier self-assessment questionnaire (SAQ)

Aligned with Monadelphous' intention to improve supply chain visibility, the Company developed a detailed Supplier Self-Assessment Questionnaire (SAQ), designed to capture supplier information, supporting the identification of potential modern slavery and human / labour rights issues. Suppliers sampled within the initial due diligence screening with high risk and low visibility results were requested to complete a detailed modern slavery and labour rights supplier SAQ.

Review of SAQ responses provided a granular view of supplier process maturity.



Supply chain assurance processes

In addition to the initial supplier due diligence screening which analysed existing Monadelphous suppliers, the SAQ has been built into the Company's supplier onboarding process. All new suppliers are now required to complete a SAQ at the time of completing a trading application, and existing suppliers will be required to complete a SAQ on a periodic and risk-based frequency.

Treatment strategies

In FY21, Monadelphous will be implementing a range of treatment strategies to address any concerns identified during the supplier assessment process. These treatments are intended to address risk and consequence of concerns with a scalable approach encompassing:

- Clarification – where additional visibility or context is required
- Education – raising supplier understanding and awareness of modern slavery risks
- Enhanced assessment – additional supplier assessment activities such as onsite focused audits of labour right and hiring practices
- Relationship termination – where zero-tolerance concerns are identified

Remediation

Monadelphous has in place a reporting framework, through which employees, contractors and members of the public are able to report instances of actual or suspected unethical or unlawful conduct without fear of retribution or reprisals, to the extent permitted by the law. The Company is committed to fully investigating all concerns raised, and to rectifying any wrongdoing which may have occurred to the extent practicable in all circumstances, and to the principle of fairness in all investigations.

During the year, no human rights or modern slavery concerns were identified within Monadelphous' operations or supply chain.

Case study – Labour recruitment services in the Philippines

To address a trade skills shortage within the industrial maintenance market, in June 2019 Monadelphous undertook an investigation into the viability of engaging skilled trade labour from the Philippines for deployment to operations in regional Western Australia. To assist with candidate identification and navigating the visa and migration requirements, Monadelphous undertook a detailed screening process to identify a labour recruitment and immigration broker to partner with. Investigations identified that it is common practice for recruitment brokers to charge 'placement fees' to candidates. However, Company inquiries found that these placement fees were often in excess of the legally allowed 1 months' worth of the candidates' future wage and required to be paid in advance of securing employment. Often candidates are unable to front this large sum and may resort to taking out high interest loans, becoming 'shackled' to the role in a form of 'debt bondage'.

Following identification of this practice, Monadelphous excluded a large portion of potential recruitment partners, electing to only conduct business with a firm demonstrating ethical recruitment practices and values aligned with its own.

Measuring effectiveness

Focus during the period has been on the development of the modern slavery framework and implementation of associated processes and procedures. As such, the Company has not yet implemented a structured approach for measuring the effectiveness of its actions in addressing modern slavery risks.

The objective in the next 12 months is to continue to implement improvements to the Company's processes and procedures and to develop a program that will track the Company's actions and outcomes, including an internal review by Group Assurance of the modern slavery framework.

Monadelphous will report the outcomes of these reviews and the enhancement actions taken to improve the overall effectiveness of its modern slavery program, in future statements.

Continuous improvement

Monadelphous is committed to the continuous improvement of its modern slavery journey. A range of additional actions have commenced, or are planned, and will be reported in subsequent statements. These include the below activities.

Planned activities FY21 and beyond

- Continued roll out of procurement and subcontract conditions templates inclusive of clauses addressing modern slavery and human rights
- Specific modern slavery awareness training for employees operating in high risk locations and those interacting with high risk suppliers
- Inclusion of SAQ process into supplier management practices
- Introduction of additional treatment strategies to address concerns
- Review of the modern slavery framework and associated processes by Group Assurance to assess its effectiveness in identifying and addressing risk
- Further review of internal recruitment practices and labour conditions in high risk locations and industries
- Introduction of modern slavery assessment criteria into supplier compliance auditing processes
- Completion of onsite supplier assessments for high risk / high spend suppliers
- Ongoing review and enhancement of modern slavery framework and associated policies and procedures
- Implement processes to assess modern slavery risks within indirect supply chain

In addition, Monadelphous intends to strengthen its approach and contribution to eliminating modern slavery through:

- Continued customer and supplier engagement relating to modern slavery practices thereby improving overall transparency relating to labour and human rights practices

- Further collaboration with industry bodies such as Supply Chain Sustainability School, with intention to contribute to more ethical and sustainable practices with the industries in which the Company operates.

Approval

Approved by the Board of Monadelphous Group Limited



John Rubino

Chair

23 November 2020

Appendix A

This statement applies to Monadelphous Group Limited (ultimate holding company), its wholly owned entities and the entities it controls as at 30 June 2020:

Company	Percentage Ownership	Country of Incorporation	ACN / Company #	Registered Office
Monadelphous Group Limited	N/A	Australia	008 988 547	59 Albany Highway Victoria Park, WA, 6100
Monadelphous Engineering Associates Pty Ltd	100	Australia	008 861 836	59 Albany Highway Victoria Park, WA, 6100
Monadelphous Engineering Pty Ltd	100	Australia	010 305 923	19 Lang Parade Milton, QLD, 4064
Monadelphous Properties Pty Ltd	100	Australia	008 840 499	59 Albany Highway Victoria Park, WA, 6100
Monadelphous Workforce Pty Ltd	100	Australia	089 259 754	19 Lang Parade Milton, QLD, 4064
Genco Pty Ltd	100	Australia	009 208 431	59 Albany Highway Victoria Park, WA, 6100
Monadelphous Electrical & Instrumentation Pty Ltd	100	Australia	092 951 043	59 Albany Highway Victoria Park, WA, 6100
Monadelphous PNG Ltd	100	Papua New Guinea	1-52392	59 Albany Highway Victoria Park, WA, 6100
Monadelphous Holdings Pty Ltd	100	Australia	116 520 908	59 Albany Highway Victoria Park, WA, 6100
Moway International Limited	100	Hong Kong	1167361	31/F, Tower Two, Times Square, 1 Matheson Street, Causeway Bay, Hong Kong
SinoStruct Pty Ltd	100	Australia	128 995 764	59 Albany Highway Victoria Park, WA, 6100
Moway AustAsia Steel Structures Trading (Beijing) Company Limited	100	China	110000450074362	Unit 1105, Floor 11, Tower D Vantone Center Office Building A 6 Chaoyang Menwai Street Chaoyang District, Beijing, P.R.C.
Monadelphous Group Limited Employee Share Trust	100	Australia	75 623 134 058	59 Albany Highway Victoria Park, WA, 6100
Monadelphous KT Pty Ltd	100	Australia	059 743 878	59 Albany Highway Victoria Park, WA, 6100
Monadelphous Energy Services Pty Ltd	100	Australia	081 037 121	59 Albany Highway Victoria Park, WA, 6100
Monadelphous Singapore Pte Ltd	100	Singapore	201227102W	38 Beach Road #29-11 South Beach Tower Singapore 189767
Monadelphous Mongolia LLC	100	Mongolia	5672406	Narnii Road 91 Sunroad building 903 Sukhbaatar District 1 Khoroo Ulaanbaatar 14230 Mongolia
M Workforce Pty Ltd	100	Australia	165 651 623	59 Albany Highway Victoria Park, WA, 6100
Monadelphous Engineering NZ Pty Ltd	100	New Zealand	Company number: 5583905 NZBN: 9429041593585	Level 3, 383 Colombo Street, Sydenham, Christchurch, 8023, New Zealand
M&ISS Pty Ltd	100	Australia	600 471 341	59 Albany Highway Victoria Park, WA, 6100
M Maintenance Services Pty Ltd	100	Australia	605 643 678	59 Albany Highway Victoria Park, WA, 6100
MGJV Pty Ltd	70	Australia	605 911 484	59 Albany Highway Victoria Park, WA, 6100
Evo Access Pty Ltd	100	Australia	169 739 324	59 Albany Highway Victoria Park, WA, 6100
Monadelphous Investments Pty Ltd	100	Australia	614 290 087	59 Albany Highway Victoria Park, WA, 6100

ArcWest Group Pty Ltd	100	Australia	140 307 562	59 Albany Highway Victoria Park, WA, 6100
MOAG Pty Ltd	100	Australia	615 255 493	59 Albany Highway Victoria Park, WA, 6100
MWOG Pty Ltd	100	Australia	614 889 351	59 Albany Highway Victoria Park, WA, 6100
RE&M Services Pty Ltd	100	Australia	621 862 566	c/o Aspen Corporate, 102 Beaufort St, Perth, WA 6000
Monadelphous International Holdings Pty Ltd	100	Australia	616 099 300	59 Albany Highway Victoria Park, WA, 6100
Monadelphous Sdn Bhd	100	Malaysia	1211845-W	1 Sentral, Jalan Rakyat, Kuala Lumpur, Malaysia
R.I.G Installations (Newcastle) Pty Ltd	100	Australia	071 257 059	59 Albany Highway Victoria Park, WA, 6100
Pilbara Rail Services Pty Ltd	100	Australia	626 707 668	Lot 2534 Coolawanyah Road, Karratha, WA, 6714
EC Projects Pty Ltd	100	Australia	633 245 799	59 Albany Highway Victoria Park, WA, 6100
Buildtek SpA ¹	75	Chile	76.105.206-3	Isidora Goyenechea 2939, Piso 10, Las Condes, Santiago, Chile
MAQrent SpA ¹	75	Chile	76.522.179-K	Avenida Del Valle 601, Oficina 22, Huechuraba, Santiago, Chile
Monadelphous Chile SpA	100	Chile	77.089.336-4	Avenida Del Valle 601, Oficina 22, Huechuraba, Santiago, Chile

1. Buildtek SpA and MAQrent SpA were acquired on 14 November 2019 and at time of reporting operate under their own labour and supply chain management practices. A process has commenced to align these practices with the Monadelphous modern slavery framework.

Note, this statement does not apply to Monadelphous' joint venture entities, Mondium Pty Ltd and Zenviron Pty Ltd, because Monadelphous does not control these entities in accordance with the Australian Accounting Standards (joint control and equity accounted).

Appendix B

This statement was prepared to meet the mandatory reporting criteria set out in the Modern Slavery Act 2018 (Cth). The table below identifies where each criterion is disclosed within the different sections of the statement.

Modern Slavery Act 2018 (Cth) criteria	Monadelphous Modern Slavery Statement 2020
Identify the reporting entity	Introduction (page 3)
Describe the reporting entity's structure, operations and supply chain	Structure, operations and supply chain (pages 4-6)
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or control	Identifying risks of modern slavery (page 7)
Describe the actions taken by the reporting entity and any entity it owns or controls to assess and address those risks, including due diligence and remediation processes	Mitigating risks of modern slavery (pages 8-10)
Describe how the reporting entity assesses the effectiveness of these actions	Measuring effectiveness (page 10)
Describe the process of consultation with an entities that the reporting entity owns or controls (a joint statement must also describe consultation with the entity giving the statement)	Introduction (page 3) Stakeholder engagement and collaboration (page 8)
Provide any other relevant information	Continuous improvement (page 11)