

MODERN SLAVERY STATEMENT – SJHA

(January to December 2020)

1. Introduction

This is the first Modern Slavery Statement ('Statement') for Surbana Jurong Holdings Australia Pty Ltd (SJHA). The term modern slavery is used to denote practices defined in the *Modern Slavery Act 2018* (Cth) (MS Act) and includes eight types of serious exploitation: servitude, slavery, forced labour, forced marriage, the worst forms of child labour, debt bondage, deceptive recruiting for labour or services and trafficking.

Under the MS Act, reporting entities are required to assess the risk of modern slavery in their supply chains and operations, and the supply chains and operations of any entities they own and control, and engage with their suppliers to mitigate and address that risk.

The purpose of this Statement is to outline our approach to ensuring SJHA's entities have robust frameworks and processes in place to minimise the risk of modern slavery in their business operations and supply chains.

SJHA is fully committed to operating responsibly and adhering to the highest ethical standards. SJHA recognises that slavery and human trafficking can occur in many forms, and will not tolerate any form of slavery or human trafficking in our business.

2. The Reporting Entity

This Modern Slavery Statement ('Statement') is made on behalf of Surbana Jurong Holdings Australia Pty Ltd (SJHA) in compliance with the *Modern Slavery Act 2018* (Cth) (MS Act).

SJHA owns or controls the following entities: SMEC Holdings Pty Ltd; SMEC International Pty Ltd; SMEC Australia Pty Ltd; SMEC Services Pty Ltd; Engineering Consultants Underwriters Limited; SMEC Foundation Ltd; Global Maintenance Consulting Pty Ltd; and Robert Bird Group Pty Ltd.

3. About SJHA

Surbana Jurong Holdings Australia (SJHA) is a wholly owned subsidiary of Surbana Jurong Private Limited (Surbana Jurong), a Singaporean consultancy company. Surbana Jurong is wholly owned by Temasek Holdings Private Limited (Temasek), a Singaporean holding company owned by the Singapore Government.

SJHA derives its revenue from holding investments in subsidiaries (SMEC Australia, SMEC International and Robert Bird Group) that provide global consultancy services in urban, infrastructure and management advisory across the project lifecycle, from initial concept, feasibility, planning and design through to construction, commissioning, and operation and maintenance.

4. Our Supply Chain

The guidance to the MS Act, provided by the Government, indicates that entities may either cause, contribute to, or be linked to modern slavery through their business operations and partnerships. There is an expectation that entities will prevent any modern slavery in their own operations, as this is where there is the most control and leverage.

We understand that risks of modern slavery in the first tier of the supply chain should be addressed as a priority. SJHA's supply chain consists of goods and services that support the consulting businesses of the entities it owns or controls; namely SMEC Australia, SMEC International and Robert Bird Group (RBG). Through these entities, SJHA has over 4,000 suppliers that are based in Australia, and in several countries where SMEC International and RBG operate.

This Statement is based on the collective supplier information from SMEC Australia, SMEC International and Robert Bird Group (RBG), hereafter referred to as 'the entities'.

One of the entities' largest supplier categories is 'Corporate Services', which includes rent, and Facilities Management. Facilities Management is a broad supplier category and includes; security, cleaning, office services (printing, advertising and marketing), ICT equipment and software, entertainment and membership fees. Other supplier categories include; sub-consultants, professional services, travel, accommodation, memberships, equipment (purchase and hire), recruitment and training, and a small but important supplier category, Personal Protective Equipment (PPE).

5. Assessing our Risks

SJHA believes that understanding the supply chain is the first step in identifying risk. SJHA commissioned Corrs, a leading independent Australian law firm, to conduct an initial high-level risk assessment of the entities' supply chains. This process involved a thorough mapping of each entity's supply chain, including categorisation and assessment of suppliers. This process resulted in an assessment of risk that each entity will use as the framework for engagement with suppliers, and the ongoing development of tools to assess and address modern slavery risks.

Based on known risks of modern slavery, and the available data, the collective modern slavery risks for SJHA relate to suppliers of; Facilities Management, Office Equipment, Recruitment and Labour Hire, Accommodation (hotels), Sub-consultants, and Personal Protective Equipment. Further information about these high-risk supplier categories, is detailed in the respective Modern Slavery Statements of the entities.

6. Addressing our Risks

SJHA takes steps to manage the risks of modern slavery within its entities' supply chain through building awareness, improving policies and procedures, and enhancing due diligence.

6.1. Building Awareness

A key action that each SJHA entity has undertaken to build awareness of modern slavery is mandatory training for all employees. The training is online and covers all key areas to build knowledge in modern slavery. Launched via a SJHA CEO announcement, followed by regional announcements from the entities, the modern slavery training is now part of onboarding in all SJHA entities.

6.2. Improving Policies and Procedures

Improving the policies and procedures of all SJHA entities has been a priority to mitigate or remove modern slavery risks. In the 2020 financial year, SJHA developed a parent-company Modern Slavery Policy that sets out our commitment to modern slavery, and outlines the standards expected of all SJHA entities. In the 2020 financial year, each entity developed their own Modern Slavery Policy that sets out their commitment to identifying, assessing and addressing risks of modern slavery; and informing staff of what is expected of them in actioning this commitment, including establishing a process for raising issues of concern (such as reporting risks or suspected instances of modern slavery).

SJHA sets the standard for its entities, while enabling local implementation to ensure each entity is able to develop and implement a Policy that fits their culture and is appropriate to their business.

In the 2020 financial year, the entities reviewed and amended a range of policies and procedures to incorporate SJHA's commitment to addressing the risks of modern slavery. This ranged from amendments to Procurement Policies and Joint Venture Agreements, to developing new Supplier Minimum Standards.

Prior to the 2020 financial year, where several new and revised policies and procedures were released, SJHA's entities already had a strong governance framework in place, focused on ethical business practises and protecting human rights.

6.3. Enhancing Due Diligence

SJHA understands the importance of each entity conducting their own due diligence on proposed suppliers to enable them to make informed decisions prior to engaging into a business relationship. SJHA entities already have a Supplier Registration process, that assists in targeting the appropriate level of due diligence.

In the 2021 financial year, each entity will perform due diligence on their respective suppliers with the highest perceived risks to modern slavery.

7. Measuring our Effectiveness

SJHA, through its entities, is taking steps to manage the risks of modern slavery within its (collective) supply chains. We are committed to a program of continuous improvement to ensure our efforts are effective.

Building awareness, improving policies and procedures and enhancing due diligence are the three focus areas of SJHA's Anti-modern Slavery Program that each entity will implement. Further information about the approach to measuring effectiveness, is detailed in the respective Modern Slavery Statement(s).

8. Our Consultation Process

SJHA consulted with each of its entities in relation to modern slavery: by communicating the standard it expects each entity to follow; during the development of the respective Modern Slavery Statement(s); and through its engagement with all employees through the mandatory online training.

9. Approval

SJHA is committed to the elimination of modern slavery in the supply chains and operations of its entities.

SJHA makes this Modern Slavery Statement in accordance with section 14 of the Modern Slavery Act 2018 (Cth), for its financial year ended 31 December 2020. This Statement has been approved by the SJHA Board on 26th February, 2021.

A handwritten signature in black ink, appearing to be 'M. Findlay', written in a cursive style.

Max Findlay
Chairman, Surbana Jurong Holdings (Australia) Pty Ltd.