

# MODERN SLAVERY STATEMENT - AUSTRALIA

## SCHEDULE

B3617-ANZ-M2-POL-006 | Revision 3

This Modern Slavery Statement (Statement) has been prepared as part of our commitment to meeting the requirements of Australia's *Modern Slavery Act 2018 Cth*.

This Statement applies to the Australian Egis entities outlined in Schedule 1.

This Statement describes the steps taken by Egis to ensure modern slavery or human trafficking do not take place in any part of Egis' business or in its supply chains.

Egis' formal commitment is also incorporated within its Modern Slavery and Human Trafficking Policy – Australia and New Zealand (B3617-ANZ-M2-POL-010).

## DESCRIPTION OF BUSINESS

Business lines activities include Transport (Technical Advisory, Engineering & assurance in Rail, Roads, Transport Planning, Structures), Energy and Sustainable Cities (Technical Advisory, Project Management, Planning and Urban Development, Architecture Engineering Services and Facade Specialist, Buildings, Water and Energy) and Advisory and Operations (Advisory Services, Project Manager and Operations and Maintenance Services) in the public and private sectors.

Egis is part of the global Egis Group of companies headquartered in Paris, France. Further details can be obtained [here](#).

## RISKS OF MODERN SLAVERY PRACTICES IN OPERATIONS & SUPPLY CHAINS

Having regard to the regulated nature of Egis' business in Australia and New Zealand (ANZ) coupled with Egis' internal policies, due diligence and systems, we consider that the overall risk of modern slavery existing within our immediate ANZ business and the operations of our first-tier suppliers is low.

Egis identifies the main opportunity for possible modern slavery risks within our ANZ business in the following key areas:

- **Local contractor and service arrangements.** Modern slavery risks arise where the services procured for the premises of business services involve exploited forms of work types such as cleaning services, indoor plant maintenance, document production and printing services.
- **Suppliers of suppliers (Second-tier suppliers).** Egis' supply chain, as with all supply chains, has several tiers and there are certain sectors and industries, products and services, geographic regions and supplier entities which carry a higher risk of modern slavery than others. While Egis monitors its first-tier suppliers and higher risk suppliers (based on geography or services being procured), it has less visibility or control of the business practices and operations of the suppliers of its suppliers (second-tier suppliers and beyond).

Egis considers its overall risk exposure in either key area to be low owing to:

- The nature of the goods and services which we procure (mostly services, mostly skilled professions); and
- The locations from which we procure them (mostly in developed markets); and
- Our procurement policies (for example, we agree to reasonable terms and ensure timely payment).

## OUR OPERATIONS & SUPPLY CHAIN COMMITMENT

Egis pledges to respect the human rights and the fundamental freedoms of all employees in line with the Fundamental Conventions of the International Labour Organisation (ILO). We strictly comply with the minimum

legal working age in all countries in which we operate as well as with the principles of freedom of association and non-discrimination in the workplace.

All forms of slavery, servitude, forced or compulsory labour and child labour are formally prohibited.

Acting ethically and with integrity in all business relationships are minimum standards of conduct expected from every Egis employee. We expect our employees to abide by the law in their respective jurisdiction, to observe statutory regulations and to comply with all of Egis' guidelines, policies and procedures.

We partner with our key suppliers in a manner consistent with our values on quality, safety, integrity and sustainability. In addition to undertaking due diligence of potential business partners we require our partners and suppliers undertake their obligations as follows:

- Adhering to our commitment to protect the health, safety and security of their own employees, clients and other third parties who could be affected by their activities; and
- Respecting the human rights of their own employees; and
- Paying their own employees a fair wage in line with statutory rates in the jurisdiction they operate in together with adequate working conditions.

## MONITORING & COMPLIANCE

Our policies and practices reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing effective systems to ensure modern slavery or human trafficking do not take place throughout our supply chains in ANZ.

These commitments are reinforced through:

- Egis endeavours to partners only with high quality, reputationally strong suppliers who hold values that align with our own;
- In the event of any breach and/or concern regarding compliance with laws, we reserve the right to terminate agreements by written notice with immediate effect; and
- Strengthening our internal practices to counter slavery and human trafficking, whether this is through specific Modern Slavery training for Egis employees or by creating greater awareness of prevention.

Egis monitors the effectiveness of our processes and procedures to address the modern slavery risks that our business causes, contributes to, or is directly linked to, in line with the UN Guiding Principles. Egis is also a proud member of the United Nations Global Compact since 2011, ensuring its strategy and development align with the ten principles surrounding human rights, labour rights, environmental rights and the fight against corruption. Egis will continually assess the effectiveness of our actions in identifying and managing modern slavery risks by: tracking our actions and outcomes, partnering with suppliers and other external partners, and undertaking regular internal governance and external assurance processes. Based on the results of these processes we will adapt and strengthen our actions to continually improve our response to modern slavery.

Egis Group's Board of Directors hold overall responsibility for ensuring Egis' policies comply with our global legal and ethical obligations. Egis Group's Modern Slavery Statement can be accessed [here](#).

## CONSULTATION, TRAINING & GRIEVANCE MECHANISMS

As a global firm Egis applies its Codes of Ethics and Integrity principles on an ongoing basis while supporting these with awareness and regular training. All staff must adhere to these Codes. All staff must certify that they comply with Egis' core policies and complete mandatory training.

Every stakeholder has the right to raise concerns about values, ethics and professional conduct without fear of retaliation. In addition, Egis Group has a global Integrityline supporting staff globally with anonymous whistleblowing without any fear of retaliation.

## RESPONSIBLE MEMBER OF THE REPORTING ENTITY

This statement is signed by Kathleen (Kate) Julie Drews in her role as Director of Egis Pty Ltd and Australia Pacific (APAC) Chief Executive Officer (CEO) of Egis on xxxxxx

**CEO - APAC**

11 November 2025

## SCHEDULE 1

This statement applies to the following Australian Egis entities and was approved by the board of Egis Pty Ltd (ACN 087 546 825). Egis Pty Ltd is the lead for all Egis Australia entities and approved this statement on the XXXXXXX. Egis Pty Ltd is responsible and consulted the companies we own or control in the development of this statement.

- Egis Pty Ltd ACN 087 546 825
- Egis Consulting Pty Ltd ACN 070 683 037 and subsidiaries
  - Egis Consulting ACT Pty Ltd ACN 109 434 540
  - Egis Consulting NSW Pty Ltd ACN 109 434 513
  - Egis Consulting VIC Pty Ltd ACN 109 448 982
- Egis Oceania Pty Ltd ACN 005 992 254
- Omada Rail Systems Pty Ltd ABN 80 647 171 506
- Inhabit Australasia Pty Ltd ACN 136 869 942
- Weston Williamson & Partners Pty Ltd ACN 600 349 308
- Egis Projects Asia Pacific Pty Ltd ACN 071 536 957
- Peracon Holdings Pty Ltd ACN 154 896 885 and subsidiaries
  - Peracon Australia Pty Ltd ACN 602433161
  - Peracon Pty Ltd ACN 141831889
  - Lectel Consulting Pty Ltd ACN 088857470
- Engeny Holdings Ltd ACN 655 741 245 and subsidiaries
  - Engeny Australia Pty Ltd ACN 656 040 961
  - Engeny Investments Pty Ltd ACN 656 040 970
- Certus Solutions Pty Ltd ACN 133 940 379