

# Modern Slavery Statement

Calibre Group Pty Ltd (“**Calibre Diona**”) is an Australasian provider of technical and professional engineering services and construction services, currently operating in Australia and New Zealand. With \$500 million in combined revenue and more than 1550 employees and staff, Calibre Diona provides a full spectrum of engineering and construction services including technical advisory, engineering design, full engineering project management and construction project management, for Technology & Renewable; Mining & Minerals; Transportation; Urban Development; Utilities; and Water & Wastewater sectors. We deliver these outcomes through our business lines – Professional Services Built Environment; Professional Services Mintech; Professional Services New Zealand; and Diona.

Modern slavery, which includes human trafficking; slavery; servitude; forced marriage; forced labour; debt bondage; deceptive recruiting for labour or services; and the worst forms of child labour; is an emerging global issue that businesses need to be aware of and prepared to address. Calibre Diona expects that our employees, clients, joint venture partners and suppliers reject modern slavery.

As an organisation that operates with geographically dispersed customers, partners and suppliers, we recognise that the risk of modern slavery may vary across our business operations and is a real risk in our supply chains where goods are procured from parties located in other countries where modern slavery practices are commonplace. Calibre Diona’s supply chains include the manufacture and transportation of the products it uses in its construction related activities.

This Statement, which has been prepared in accordance with the requirements of the *Modern Slavery Act 2018* (Cth), describes the steps taken by Calibre Diona to ensure that slavery and human trafficking are not taking place in any part of our business or in any of our supply chains. The Statement has been prepared in consultation with all of the Calibre Diona businesses, which includes the following operating subsidiaries (collectively “Calibre Diona”):

- Calibre Group Pty Ltd (reporting entity)
- Calibre Professional Services Pty Ltd
- Calibre Professional Services One Pty Ltd
- Xstract Mining Consultants Pty Ltd
- Diona Pty Ltd
- Calibre Consulting (Qld) Pty Ltd
- Calibre Consulting (NSW) Pty Ltd
- Calibre Consulting (Melb) Pty Ltd
- Calibre Consulting (WA) Pty Ltd
- Calibre Consulting (ACT) Pty Ltd
- Calibre Consulting Ltd (NZ)

## Our Commitment

Calibre Diona operates with a deep commitment to safety, ethics, and integrity; with people at the heart of our business. This is reflected in the Calibre Diona Business Conduct Manual.

**Calibre Diona’s values are:**



- We care for people’s well-being
- We go above and beyond
- We succeed together
- We do what we say

## Statement Against Human Trafficking and Slavery

Calibre Diona continues to be committed to social and environmental responsibility and has zero tolerance for modern slavery. To support this commitment, Calibre Diona requires its business partners, suppliers and other stakeholders to:

1. Support and respect human rights, and avoid any involvement in human rights abuses;
2. Comply with applicable laws relating to modern slavery; and
3. Ensure that the confidentiality of supplier and employee whistleblowers is maintained and that they are protected against retaliation.

Calibre Diona has taken and will continue to take a variety of actions to verify the absence of forced labour, slavery and human trafficking in our supply chain, including the following:

### Due Diligence

Calibre Diona recognises that its supply chains, particularly around the procurement of goods, present a real risk relating to modern slavery. Calibre Diona has updated its supplier pre-qualification process to include specific questions relating to modern slavery. This sets out the minimum requirements for our suppliers to comply with relevant local and national laws and regulations relating to modern slavery.

### Contracts

Our standard supply chain contracts include a provision for the supplier to warrant that it has not, and will not, engage in any activity, practice or conduct which would constitute modern slavery.

### Training

Training in relation to modern slavery is delivered to all Calibre Diona personnel which educates personnel on what modern slavery is, how it relates to the Calibre Diona business and how it can exist in the Calibre Diona supply chain. Calibre Diona personnel are encouraged to report all modern slavery.

### Reporting

In order to support our work in this area, Calibre Diona also provides an independent and confidential whistleblower hotline. This third party service is provided by Stopline. Anyone can submit a report anonymously as follows:

In Australia please call 1300 30 45 50

In New Zealand or in other international locations please call +61 3 9811 3275.

Email: [calibrediona@stopline.com.au](mailto:calibrediona@stopline.com.au)

Please visit [www.CalibreDiona.stoplinereport.com](http://www.CalibreDiona.stoplinereport.com) for more information.

All reports under this Policy will be treated seriously and will be investigated appropriately.

### Audit

Calibre Diona proposes to undertake regular auditing to ensure that the above measures are being undertaken across each business unit, and to assess and address any modern slavery risks arising from the due diligence processes. Suppliers may also be required to demonstrate conformance to modern slavery requirements, as required.

This Statement is approved by the Calibre Group board of directors on 24 June 2020

Signed by David O'Connor, Chair of the Calibre Group board of directors.

A blue ink signature of David O'Connor is written over a horizontal line.

David O'Connor  
Chair