

pitt&sherry

Modern Slavery Statement

FY22/23



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pitt&sherry acknowledge the Traditional Custodians of the many Countries throughout Australia and their connections to land, sea and community. We acknowledge the contributions and sophistication of Aboriginal and Torres Strait Islander knowledge and culture.

Our mission is to create a sustainable future for us, our clients, and our communities. We will amplify our people’s potential, to support them in engaging with their insights, experience, and creativity to develop practical solutions for our clients.

Our values are integrity, courage, creativity, accountability, sustainability, and relationships we form with our clients, employees, communities, and shareholders.

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Located nationally

- Melbourne
- Sydney
- Brisbane
- Hobart
- Launceston
- Newcastle
- Devonport

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About this statement

This is the third modern slavery statement made by Pitt & Sherry (Operations) Pty Ltd (ABN: 67 140 184 309) (“PSO”), a voluntary reporting entity under the Australian Modern Slavery Act 2018 (Cth), and its subsidiaries for the financial year ended on June 30, 2023.

This statement covers the pitt&sherry group of companies which comprises of Pitt&Sherry (Operations) Pty Ltd (ABN: 67 140 184 309) together with its wholly owned subsidiaries, Australian Building Surveying Services Pty Ltd (trading as pitt&sherry Building Surveying (“ABSS”)) and Pitt & Sherry International (PSI) Pty Ltd.

For the purposes of this statement the group of companies are referred to as pitt&sherry, we, us, our or our group of companies.

As a part of this statement, pitt&sherry report on how we assess and address risks of modern slavery associated with our operations and supply chain, including due diligence practices, employment practices and training of our people. We also outline how we have integrated modern slavery risk within our environmental, social and governance (ESG) risk framework.

pitt&sherry have zero tolerance for any form of slavery-like practices. We are committed to identifying, addressing, and remediating modern slavery in our operations and supply chains.

About pitt&sherry structure, operations, and supply chains

Mandatory Criteria One and Two

Our Structure

pitt&sherry is structured as a privately owned company incorporated in 1963 in Tasmania with its registered offices in Launceston in Tasmania. Our company is governed by the Board of Directors. We are a consulting company located nationally employing over 330 people with offices in New South Wales (Sydney and Newcastle), Victoria (Melbourne), Tasmania (Hobart, Devonport, and Launceston), and Queensland (Brisbane).

Our Operations

We provide professional consulting services to our clients across Australia. Our services include:

- Engineering design, consulting, and advisory services.
- Environmental consulting services including planning and environmental approvals, and stakeholder engagement.
- Advisory services in sustainability, Environmental & Social & Governance (ESG), Future Mobility and Intelligent Asset Advisory.
- Project management services.
- Building and surveying services including certification of domestic and commercial buildings, and essential services management by our wholly owned subsidiary Australian Building Surveying Services Pty Ltd.

Our Supply Chains

pitt&sherry supply chain includes purchasing of goods and services we use to provide services to our clients and undertake day to day business operations. In this context, our supply chain includes businesses that provide us with these goods and services:

- Electronic products including mobile phones, IT hardware, printers.
- Office supplies, corporate gifts, marketing materials.
- PPE protective clothing, safety equipment, and corporate clothing.
- Cleaning services, maintenance, and office repairs.
- Construction suppliers and services.
- Hospitality businesses to provide food catering, accommodation, or aligned services.

We recognise that modern slavery risks may arise in the purchasing of these goods and services from our suppliers.

We elaborated on what we buy, why and where the risk is in [Modern Slavery Statement FY21/22](#).

We provide professional consulting services to our clients in these five sectors:



Mining & Industrial



Energy



Transport Infrastructure



Civic



Construction Engineering

Risks of Modern Slavery practices in our operations and supply chains

Mandatory Criteria Three

Actions to understand and assess the risks of modern slavery in our supply chains

Over the reporting period, to further our commitment to continuous improvement, we have placed modern slavery risk within our Environmental, Social and Governance (ESG) Framework for monitoring. We have developed a modern slavery roadmap suitable for a business of our size and operating context, to continuously improve and track our performance related to understanding and assessing the risk of modern slavery.

Over the reporting period we have focused on implementing an extended due diligence risk assessment of our high-risk suppliers by undertaking an additional risk review. Building on our [existing modern slavery risk assessment methodology](#), we have advanced our understanding and approach to assessing modern slavery risk by including two additional steps:

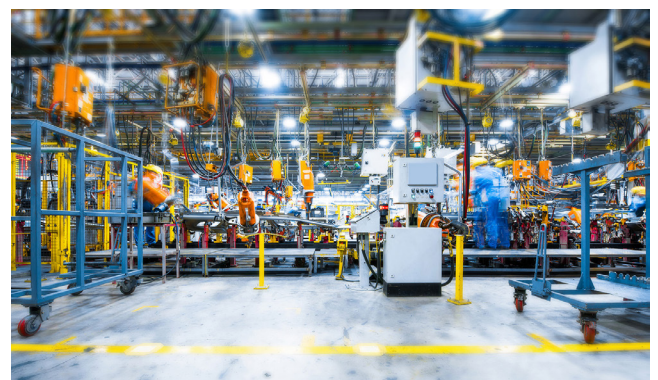
- Conducting supplier due diligence through a survey.
- Undertaking an in-house due diligence of our top ten suppliers that we recognised as a potentially high risk in FY 21/22 through an in-house developed modern slavery due diligence tool.

Our risk assessment showed that we remain at a low risk of modern slavery, and that there is a very low risk that we may contribute or cause modern slavery practices. However, we recognise that we purchase some high-risk products (such as ICT equipment and PPE) to help deliver professional services to our clients. Some of these products come from high-risk geographies. Whilst the risk is small, we may be directly linked to modern slavery through relationships with suppliers sourcing from high-risk geographies. We will continue to conduct due diligence to understand and minimise modern slavery risks especially in high-risk industries and geographies.

Actions to understand and assess the risks of modern slavery in our operations

Over the reporting period to further our commitment to continuous improvement we have:

- Undertaken an assessment of our employment policies. We continue to comply with all the national industrial laws and regulations. We recognise the importance of continuous improvement and will continue to review our employment policies and practices.
- Strengthened our Sustainability Policy that is aligned to our Supplier Code of Conduct, and our Environmental, Social and Governance (ESG) risk framework.
- Increased the visibility of our Speak Up Framework as well as of our Whistle-blower policy and access avenues.



Actions to address modern slavery risks including due diligence and remediation

Mandatory Criteria Four

Actions to strengthen supplier due diligence

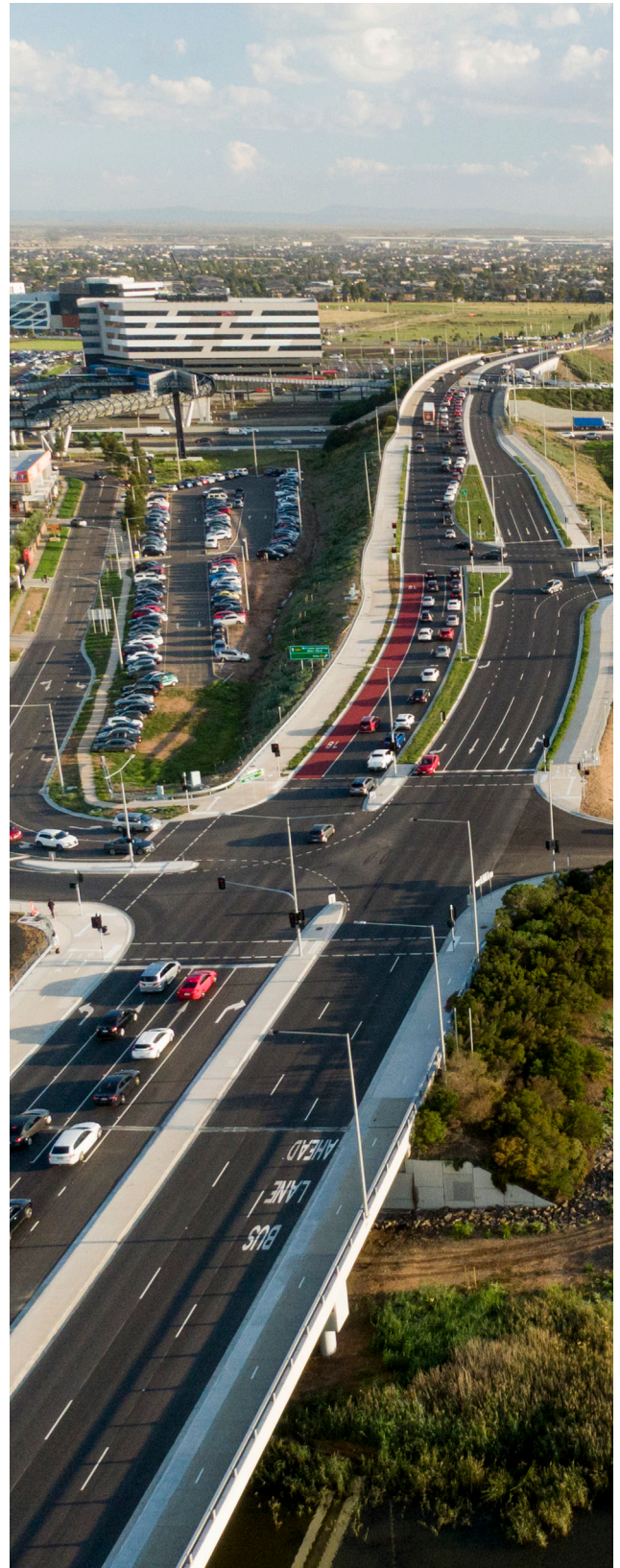
Over the reporting period we have strived to further advance our modern slavery risk management process for how we address actual and potential adverse human rights impacts, which include modern slavery. Whilst, pitt&sherry is not a member of the UN Global Compact, we have been aligning our policies, procedures and approaches to the principles of the UN Global Compact and respect for human rights.

Proportionate to our sector, business size and operational context our approach consists of:

- Supplier Due Diligence Assessment Tool that enables us to assess modern slavery risks among our existing suppliers.
- A supplier on-boarding questionnaire to screen for modern slavery risks for all our new suppliers.

We have modelled these tools based on the Commonwealth Modern Slavery Act 2018, Guidance for Reporting Entities, May 2023, as well as on the literature available through research institutions, such as the Walk Free Foundation and other similar organisations active in Australia.

- Staff training on modern slavery for all our employees. This training raises awareness about modern slavery. In 2023, 229 of our employees completed such training.
- Publicly communicating our actions and approach to tackling modern slavery through our continued commitment to voluntary reporting by publishing yearly Modern Slavery Statements.
- Assigning accountability for modern slavery risk management to our Head of ESG & Sustainability, who directly reports to our Chief Executive Officer and the Board of Directors regarding modern slavery risks in our business.



Assessing the effectiveness of actions to assess and address modern slavery risks

Mandatory Criteria Five

Over the reporting period we have progressively been reviewing how effective our modern slavery risk assessment approaches are.

We have introduced:

- Targets, goals and performance measures within our Environmental, Social and Governance (ESG) framework that help us assess the effectiveness of our actions to assess and address modern slavery risks.
- Operational reporting measuring progress of implementation of our modern slavery roadmap actions. This progress is discussed with the CEO bi-annually and reported to the Board.
- Review and on-going reporting of our due-diligence findings as these become available, as well as discussions with a multi-disciplined group from across the business on how to strengthen and/or improve our approach.

Consultation process with the entities we control or own

Mandatory Criteria Six

During the reporting period we have strengthened our consultation process to inform how we understand and manage modern slavery risks. We recognise the importance of consultation to improve understanding and our actions.

In the reporting period we have:

- Participated in the legislative review of the Modern Slavery Act 2018 (Cth) by reviewing the Act and providing our written suggestions.
- Participated in several online webinars and forums on modern slavery to improve our understanding of the risks and advance our practices.
- Increased consultation with the boards of all pitt&sherry subsidiary companies providing briefings and updates along with coaching pitt&sherry subsidiaries on modern slavery risks.
- Developed an internal modern slavery statement evaluation tool to support the Directors in assessing our Modern Slavery Statement before signing.
- Issued periodic briefings to our Directors and the Executive on matters related to modern slavery.





This statement was approved by the board of Pitt & Sherry (Operations) Pty Ltd. in their capacity as principal governing body of Pitt & Sherry on 17th November 2023.

This statement is signed by Dean Comrie, in his role as the Chief Executive Officer and Paul Hardy, in his role as the Chairman of the Board of Pitt & Sherry (Operations) Pty Ltd., and on 17th November 2023.

Dean Comrie
Chief Executive Officer
Pitt & Sherry (Operations) Pty Ltd.

Paul Hardy
Chairman
Board of Directors
Pitt & Sherry (Operations) Pty Ltd.

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