

Modern Slavery Statement FY 2022

Aurecon Limited
Aurecon Group Pty Ltd
Aurecon Australasia Pty Ltd



Contents

Reporting entities	3
About Aurecon	5
Acting with integrity to build trust and create a legacy	7
Our organisational structure	8
Risk management framework	8
Policy framework	9
Our operations	10
Our supply chain.....	11
Identification and assessment of modern slavery risks in our operations and supply chain.....	13
FY 2022 Highlights	14
Assessing effectiveness.....	16
Consultation with other entities owned or controlled by Aurecon	17
Looking forward: Our focus for FY 2023	18
Appendix A.....	19
Aurecon entities covered by this report.....	20

Reporting entities

This Modern Slavery Report is submitted pursuant to the reporting requirements of the Modern Slavery Act 2018 (Cth) (the Act) for the financial year ending 30 June 2022.





Our business comprises a number of different corporate entities including:

- Aurecon Limited (ACN 156 139 847) the ultimate parent company
- Aurecon Group Pty Ltd (ACN 133 838 187)
- Aurecon Australasia Pty Ltd (ACN 005 139 873) our largest subsidiary.

All three entities meet the reporting threshold requirements of the Act and are required to lodge a statement annually. We have produced joint statements in FY 2020 and FY 2021 on behalf of Aurecon Limited, Aurecon Group Pty Ltd and Aurecon Australasia Pty Ltd as well as other entities that these companies own or control (Aurecon). Please refer [Appendix A](#) for a list of the Aurecon entities covered by this report.

This statement details the steps Aurecon has taken to assess the modern slavery risks within its operations and supply chains and the specific actions implemented in FY 2022 to address those risks.

Aurecon acts with integrity in its operations and is committed to addressing modern slavery in its supply chain whilst continuously working on strategies to mitigate modern slavery and ethical sourcing risks.

About Aurecon

Aurecon is a design, engineering and advisory company. Our purpose is bringing ideas to life, to imagine and co-create with our clients a better future for people and the planet.



Our principle of Believe it. Say it. Do it. reflects our deep commitment to our clients and each other to build trust and create a better future together.

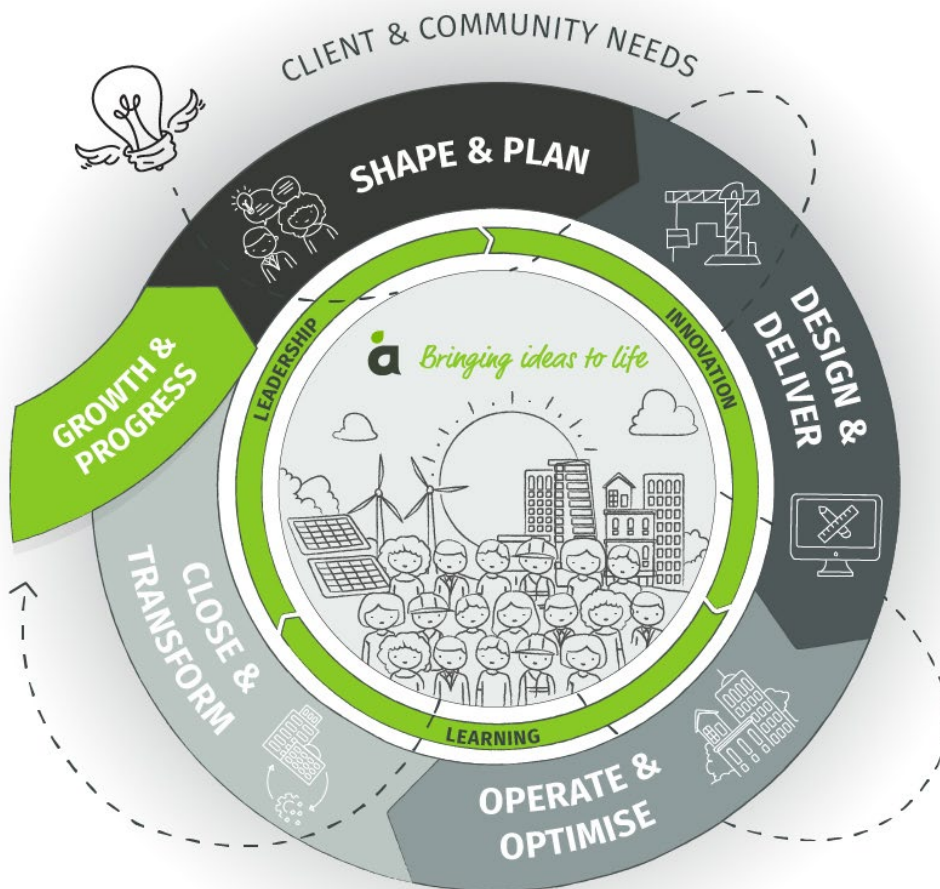
Our strength lies in how we bring together our design, engineering and advisory capabilities to provide our clients with integrated solutions across the entire asset lifecycle. From shape and plan – design and deliver – operate and optimise – to close and transform.

Aurecon designers, engineers, scientists and advisors work with our clients across markets and asset types, to tackle some of the world’s most complex challenges.

We are an owner managed company with a strong presence across Australia, New Zealand, and Asia.

Employees	Locations	Areas of Expertise
6,500+	11	25+

To learn more about what we have been up to [visit our newsroom](#), or take a glimpse into the future on our [Just Imagine blog](#). You might also want to [view our history](#).



Acting with integrity to build trust and create a legacy

At Aurecon, we are committed to acting with integrity and honesty in all aspects of our business dealings.

It has been said the standard we walk past is the standard we accept and on matters of social responsibility, we believe there must be no compromise.

Aurecon's expectations extend to all our people, partners, and collaborators in the countries in which we operate. We also seek to work with clients who act in a consistent manner.

Aurecon's core purpose is bringing ideas to life, to imagine and co-create with our clients a better future for people and the planet.

Aurecon is committed to operating with regard to its corporate social responsibility commitments - sustainability and climate change, ethics and integrity, diversity and inclusion, gender equality, inclusive leadership, Indigenous inclusion, and anti-bribery and anti-corruption, human rights, modern slavery and prevention of family violence. The health, safety and wellbeing of our people, our clients and their families is always our priority.

Aurecon has made a commitment to support the **Ten Principles of the United Nations Global Compact** on human rights, labour, environment, and anti-corruption. This includes a commitment to work towards addressing the risk of modern slavery in our operations and supply chain. We are committed to making the Ten Principles a part of our strategy, culture, and day to day operations.

Our organisational structure

At Aurecon we believe humanity depends on engineering; and we recognise that we have a broader stewardship role to play.

The Board is responsible for the overall corporate governance of Aurecon and the company's business strategy. Reporting to the Group CEO is an executive leadership team who are collectively responsible for the strategic direction, growth and operations of Aurecon's businesses and for ensuring our behaviour in the market aligns with our corporate values.

Risk management framework

Aurecon is committed to the effective management of risk which is integral to our strategy and business objectives. As part of embedding robust risk management in Aurecon, we aim for our leaders to have a mature risk culture. This involves having visible leadership that identifies risks and opportunities, ensuring we align to our corporate values, whilst protecting our reputation within Aurecon's traditional businesses, new and emerging markets, technologies and integrating our future ready initiatives. The Aurecon Board requires risk management performance to be monitored, reviewed and reported throughout Aurecon.

Policy framework

Aurecon's response to addressing modern slavery falls within its approach to protecting human rights. The below documents form part of that approach and outline the standard of conduct and behaviour it expects of its directors, employees, contractors, partners and suppliers and ways to report behaviour that does not fall within those expectations:

The **Aurecon Ethos** is our code of conduct and contains our expectations of behaviour for our people to foster a culture of integrity and guide our daily decisions, actions and relationships. The Ethos is our overarching policy document which includes a non-negotiable requirement that all employees and subsidiaries comply with the laws in the country in which they work or operate.

Through our **Sustainability Policy** we are making choices that will lead to a sustainable, liveable future. The health of our people, our communities and our planet guide our choices. We embed our sustainability objectives and targets firmly in our strategy, operations and culture.

We see sustainability and responding to the climate change challenge as an opportunity for innovation. Through discovery, evolving expertise and corporate transparency, we strive to imagine what a better future looks like. **[Download a copy of our UNGC progress report.](#)**

The purpose of our **Whistleblower Policy** is to promote and support a culture of honest and ethical behaviour, good corporate governance and corporate and financial compliance. The policy encourages and provides protections for the reporting of reasonably held concerns of suspected or actual misconduct or an improper state of affairs or circumstances at Aurecon.

Our Modern Slavery Policy recognises that slavery is a crime and a violation of fundamental human rights. It may take various forms, such as servitude, forced and compulsory labour, forced marriage, debt bondage and human trafficking, all of which involve the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. It can affect adults or children.

Aurecon is committed to acting ethically and with integrity in all of its business and operational activities and relationships, including providing safe workplaces and implementing and enforcing effective systems and controls to confirm modern slavery is not taking place anywhere in our own business or in any of our supply chains.

Our operations

Aurecon is a multinational company. In the 2022 financial year, Aurecon was operating in Australia, New Zealand, Greater China (including Hong Kong and Macau), Indonesia, Malaysia, Philippines, Singapore, Thailand and Vietnam with approximately 6,660 employees globally.

Permanent	Fixed Term	Casual	Contingent Workers
5,536	324	320	480

Aurecon does not have a current Enterprise Bargaining Agreement/s in place and is not in the process of negotiating one. Aurecon confirms that all employment agreements, wages and benefits paid for a standard working week satisfy, at a minimum, national legal standards in all countries where Aurecon operates.

In addition to federal law requirements, Aurecon complies with applicable state and local laws governing non-discrimination in employment in every location in which the company operates. Aurecon expressly prohibits any form of workplace harassment and discrimination based on race, colour, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status as well as any improper interference with the ability of Aurecon's workplace participants to perform their job duties.

Our supply chain

Aurecon's supply chain comprises the following three key categories:

- Corporate suppliers including the purchase of goods and services used for day to-day business operations such as external advisory and professional services, staff training, cleaning services and personal protective equipment.
- IT suppliers, including the purchase of IT infrastructure and equipment.
- Project suppliers, including the engagement of subconsultants.

Procurement team has developed a detailed, easy to follow sourcing methodology to support all stakeholder's sourcing requirements. The purpose of this methodology is to ensure transparent, consistent, and compliant procurement process. We have outlined processes, tools and templates established to support and guide the stakeholders and the procurement team to successfully conduct any sourcing event.

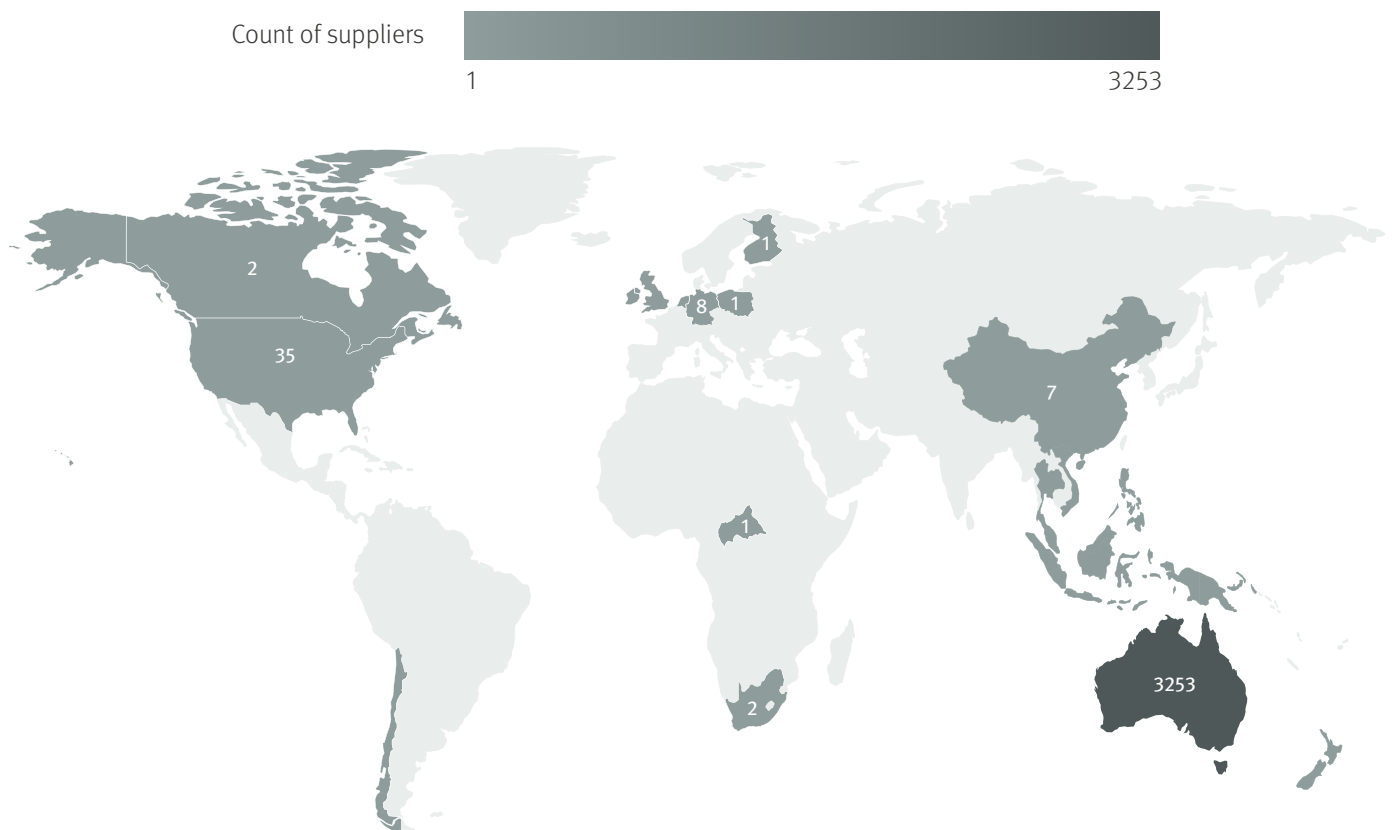
Procurement and sourcing of goods and services are governed by our Procurement Policy supported by guidelines, and we seek to work with reputable partners building long-term partnerships.

We have mapped our global supply chain. The top ten categories in which our supply chain operates are:

1. Engineering activities and related technical consultancy
2. Business and other management consultancy activities
3. Other financial service activities, except insurance and pension funding
4. Architectural activities
5. Activities of employment placement agencies
6. Other professional, scientific and technical activities
7. General public administration activities
8. Computer consultancy activities
9. Site preparation
10. Electrical installation.

We remain focused on addressing the risks of modern slavery within our supply chain and will continue to map our supply chain through our supplier screening process.

Location of suppliers



Identification and assessment of modern slavery risks in our operations and supply chain

All suppliers and subcontractors undergo an evaluation and assessment procedure prior to any formal engagement.

Aurecon's Modern Slavery Working Group has continued to evolve over the past three years and now comprises of representation from Legal, Risk, Compliance, Project Delivery, Procurement, and Business Operations.

The Modern Slavery Working Group reports to the Chief Legal & Risk Officer who has direct reporting obligations to the Aurecon Board through its Health, Safety, Sustainability and Risk Committee.

Aurecon is committed to reducing the risk of modern slavery and has an established procurement process for the engagement of external suppliers.

To effectively screen new and current suppliers, Aurecon uses a digital screening platform to assess each supplier, its directors, ownership structure, adverse media, sanctions and related companies.

Our assessment process scores our suppliers using industry leading international and government databases, reported media, watch and sanctions lists for human rights and other ethical supplier related violations including bribery and corruption.

The software also provides a specific modern slavery risk rating by screening suppliers by their geographic location and industry sectors through reliance on data from the Global Slavery Index. After the initial risk assessment, the software automatically alerts Aurecon in respect of any new risks or issues that arise in respect of its suppliers.

Aurecon has identified that there are areas within its supply chain which may present a higher risk of modern slavery including:

- Goods or services from a geographic region that presents a higher risk of modern slavery;
- Construction services where there are multi-layered tiers of supply chains which may involve labour from countries that are poorly regulated;
- Office equipment where parts are sourced from regions where there is a higher risk of modern slavery; and
- Facilities management where certain subcategories such as cleaning services may be subject to inappropriate labour practices.

FY 2022 Highlights

In the financial year ending June 2022,
Aurecon has continued to develop its
Modern Slavery response.



In FY 2022, Aurecon:

1. Updated its supplier assessment questionnaire (SAQ) to align to the professional service industry requirements and **Walk Free guidelines**.
2. Developed a modern slavery intranet site that includes access to Aurecon’s modern slavery information and a Q&A section to assist with Aurecon’s response to client SAQ’s;
3. Translated its SAQ into six (6) additional languages: Filipino, Indonesian, Vietnamese, Thai, Simplified and Traditional Chinese based on our regions of operation.
4. Screened its current suppliers through the supplier risk assessment tool, which

Modern Slavery Risk Rating	Number of suppliers FY 2022	Number of suppliers FY 2021
High	47	33
Medium	891	751
Low	2,799	2,513
Score not available*	1,044	Not reported
Total	4,781	3,297

* Received when the minimum amount of information required to score the supplier is not available. This was not included in FY 2021 and FY 2020 statements.

informed Aurecon that its suppliers sit in the following modern slavery risk categories:

5. Reviewed our modern slavery policy and framework to ensure it aligns with best practice;
6. Distributed SAQ to 47 high risk suppliers. A majority of the 47 suppliers are high risk due to their location through-out Asia and are small business operations at risk for modern slavery indicators. The quality of the responses indicates further support and education is needed to ensure Aurecon is collecting the right information from high-risk suppliers. This is a focus area for FY 2023 as part of the review of our Modern Slavery framework.

Assessing effectiveness

Aurecon's Modern Slavery Framework represents Aurecon's ongoing commitment to addressing modern slavery risks in its operations and supply chain.

Aurecon's Modern Slavery Working Group reviews:

1. Our supplier risk assessment tool and how it is being implemented and used;
2. Our supplier due diligence assessments and how they are being conducted and reported. Aurecon utilises its Global Design Centre supplier maintenance team located in the Philippines to onboard suppliers and conduct supplier risk assessments;
3. Our SAQs to ensure it reflects current risk areas of modern slavery;
4. Our standard form contracts to ensure modern slavery provisions are included and align to best practice;
5. Our modern slavery training and knowledge. Modern Slavery awareness training is provided to Aurecon employees with modern slavery touchpoints as part of their role; and
6. Reports about modern slavery concerns submitted through Aurecon's confidential reporting platform, Whispli. There were no reports of modern slavery concerns during FY 2022.

The Aurecon Ethos was developed in FY 2021 and replaced the Aurecon code of conduct. The Ethos encompasses modern slavery principles through our 'Respecting Human Rights' principle. The Aurecon Ethos training is compulsory for all Aurecon staff, including casual and contingent workers and is required to be completed every 12 months. Aurecon is exploring how it can expand this training to its suppliers.

Aurecon is a member of the Modern Slavery Community of Practice Group through the UN Global Compact Network Australia. This forum is used to connect and share information, opportunities and challenges with various organisations who are committed to reducing modern slavery practices in their supply chain.

Consultation with other entities owned or controlled by Aurecon

Aurecon recognises that each entity within the Aurecon Group has a role to play in addressing modern slavery risks.

The Aurecon Group has 28 entities across Australia, New Zealand and Asia (refer Appendix A for list of entities covered by this report). Aurecon has consulted with key areas of the business to prepare this statement, including Legal, Risk, Compliance, Project Delivery, Procurement, and Business Operations.

These teams operate across all regions of the Aurecon group. The Statement was drafted in consultation with the Chief Legal & Risk Officer and the final statement was approved by the Aurecon Board. All entities have received a copy of the statement and are aware of Aurecon's commitment to addressing modern slavery risks.

Looking forward: Our focus for FY 2023

Aurecon remains committed to the identification and remediation of modern slavery practices within its operations and supply chain. We will continue to collaborate with external parties including suppliers, commercial partners, and industry regarding modern slavery to share knowledge and learnings as well as discuss approaches to this global issue.

Aurecon strives to ensure its approach to modern slavery addresses the intention of the legislation and aligns with Aurecon's overall strategy to build and maintain an ethically sustainable business.

We know there is more to do. As part of its ongoing commitment to reducing risks of modern slavery in its operations and supply chain, Aurecon has the following actions planned for FY 2023:

- Continue to develop the knowledge of our Modern Slavery Working Group;
- Review our modern slavery policy and framework and publish on our website;
- Deploy 'Respecting Human Rights' training to all Aurecon employees as part of our mandatory Aurecon Ethos training;
- Implement a new risk assessment platform;
- Increase awareness of modern slavery within the wider organisation with compulsory modern slavery training for specific job categories; and
- Review and, if required, update modern slavery provisions in our standard form contracts to align with best practice.



William Cox
Chief Executive Officer

Appendix A



Aurecon entities covered by this report

Company Name	Company Details	Employees
Aurecon Limited	ACN 156 139 847 Address: Level 8, 850 Collins Street, Docklands, VIC 3008	N/A
Aurecon Group Pty Ltd	ACN: 133 838 187 Address: Level 8, 850 Collins Street, Docklands, VIC 3008	N/A
Aurecon Holdings Pty Ltd atf The Aurecon 37 Trust	ACN 161 347 913 Address: Level 8, 850 Collins Street, Docklands, VIC 3008	N/A
Aurecon Investments Pty Ltd	ACN 616 660 569 Address: Level 8, 850 Collins Street, Docklands, VIC 3008	N/A
Aurecon Australasia Pty Ltd	ACN 005 139 873 Address: Level 8, 850 Collins Street, Docklands, VIC 3008	1000 - 5000
Aurecon Group Brand Pty Ltd	ACN 135 557 498 Address: Level 8, 850 Collins Street, Docklands, VIC 3008	N/A
Aurecon Advisory Pty Ltd	ACN 133 656 419 Address: Level 8, 850 Collins Street, Docklands, VIC 3008	N/A
Aurecon New Zealand Limited	Company Number: 328517 Address: Level 8, Spark Central, 42-52 Willis Street, Wellington, 6011, New Zealand	100 - 1000
Aurecon International Pty Ltd	ACN 001 305 095 Address: Level 8, 850 Collins Street, Docklands, VIC 3008	N/A
Aurecon Singapore (Pte) Ltd	Company Number: 197700873R Address: 152 Beach Rd, #16-00 Gateway East, Singapore 189721	10 - 100
Engineering Insurances Pte Ltd	Company Number: 200206346D Address: 2 Shenton Way, #26-01 SGX Centre 1, Singapore 068804	N/A
PT Aurecon Indonesia	Company Number: 7421-31-14.397 Address: Alamanda Tower, Jakarta, 24th Floor, Unit C, Jl. TB. Simatupang Kav. 23-24, Cilandak Barat, RT.1/RW.1, Cilandak Bar., Kec. Cilandak, DKI Jakarta, Daerah Khusus Ibukota Jakarta 12430, Indonesia	10 - 100
Aurecon Holding (Thailand) Co Ltd	Company Number: (3) 2121/2543 Address: Pakin Building 11th Floor 9 Ratchadapisek Road Bangkok 10400, Thailand	N/A
Aurecon Consulting (Thailand) Co, Ltd	Company Number: 105544003369 Address: Pakin Building 11th Floor 9 Ratchadapisek Road Bangkok 10400, Thailand	100 - 1000

Company Name	Company Details	Employees
Aurecon Hong Kong Limited	Company Number: 1273352 Address: Manulife Financial Centre Tower B, Unit 1608 16/F, 223 – 231 Wai Yip St, Kwun Tong, Hong Kong	100 - 1000
Aurecon Consulting Philippines Inc	Company Number: CS201612546 Address: Level 3, South Wing, The Estancia Offices, Capitol Commons, Meralco Ave cor Shaw Boulevard, Pasig City, 1600 Metro Manila, Philippines	100 - 1000
Aurecon Macau Limited	Company Number: SO 45982 Address: Alameda Dr. Carlos D'Assumpção No. 263, Edifício China Civil Plaza, 6 andar M & N, Macao	10 - 100
Aurecon Engineering Consulting (Shanghai) Co Ltd	Company Number: 3100105135 Address: Room 606, Level 6, Building G, No.9335 Hu Min Road, Vanke Centre (Xuhui) Shanghai 200235	10 - 100
Aurecon Vietnam Co Ltd	Company Number: 0102193946 Address: Suite 1304, Centec Tower, 72-74 Nguyễn Thị Minh Khai, Phường 6, Quận 3, Hồ Chí Minh, Vietnam	100 - 1000
Aurecon Malaysia Sdn Bhd	Company Number: 199501016443 (345646-X) Address: 43-2, Jalan Medan Setia 1, Bukit Damansara, 50490 Kuala Lumpur, Wilayah Persekutuan Kuala Lumpur, Malaysia	1 - 10
ERE Consulting Group Sdn. Bhd.	Company Number: 199501027780 (356985-X) Address: Wisma 1 Alliance, Unit 3A-B (Room B), 4th Floor, No. 1, Lorong Kasawari 4B, Taman Eng Ann, 41150 Klang, Selangor, Malaysia	10 - 100
GCU Consultants Sdn. Bhd.	Company Number: 199801004815 (460942-T) Address: Suite #8-13-6, Mutiara Bangsar, 8 Jalan Liku, 59100 Wilayah Persekutuan Kuala Lumpur, Malaysia	10 - 100
Perunding BMR Sdn. Bhd.	Company Number: 200901029456 (872561-V) Address: Unit 3F-09, IOI Business Park, No. 1 Persiaran Puchong Jaya Selatan, Bandar Puchong Jaya, 47100 Selangor, Malaysia	1 - 10
ECL Capital Limited	Company number: 3033905 Registered office: Flat D-E, 12/F Ford Glory Plaza, No. 37-39 Wing Hong Street Cheong Sha Wan, Kowloon, Hong Kong	N/A
Acuity Sustainability Consulting Limited	Company number: 2540942 Registered office: Flat D-E, 12/F Ford Glory Plaza, No. 37-39 Wing Hong Street Cheong Sha Wan, Kowloon, Hong Kong	10 - 100
Acumen Environmental Engineering & Technologies Co. Limited	Company number: 810734 Registered office: Unit D, 12/F, Ford Glory Plaza, No. 37- 39 Wing Hong Street	10 - 100
Acumen Laboratory and Testing Limited	Company number: 1815948 Registered office: Unit D, 12/F, Ford Glory Plaza, No. 37-39 Wing Hong Street Cheong Sha Wan, Kowloon, Hong Kong	N/A

About Aurecon

Aurecon is a design, engineering and advisory company. Our purpose is bringing ideas to life, to imagine and co-create with our clients a better future for people and the planet.

For more information, please visit aurecongroup.com