

MODERN SLAVERY STATEMENT

2022 FINANCIAL REPORTING YEAR

www.ndy.com

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CEO MESSAGE & ACKNOWLEDGEMENT OF COUNTRY

We are proud to issue this third annual modern slavery statement ('Modern Slavery Statement') and are committed to contributing towards the eradication of modern slavery. Modern slavery is an insidious and complex issue which affects all jurisdictions and industries. It's something that every business needs to stay on top of and continue monitoring as it can affect every organisation's supply chains.

We began screening our supply chain in 2018 and producing our Modern Slavery Statement in 2020. This statement outlines the work we have done and what we plan to do in the future. It is a journey on which we are also committed to take our suppliers, clients and employees. Addressing modern slavery risks aligns with our values and our commitment to be ethically, environmentally and socially responsible in all that we do.



STUART FOWLER
CHIEF EXECUTIVE OFFICER
20/09/2023

A handwritten signature in white ink, appearing to be 'Stuart Fowler', located below the printed name and title.

NDY ACKNOWLEDGES THE TRADITIONAL CUSTODIANS OF THE LAND WHERE WE MEET, WORK AND LIVE.

We recognise and celebrate First Nations peoples. We acknowledge their rich culture and their deep understanding of the lands and place where we operate.

We pay respect to their Elders past, present and emerging.

INTRODUCTION

NDY is committed to maintaining the highest standards of ethics and integrity in its business and relationships, which is highlighted in our 6 values developed in 2011.

The ethical principles embodied in our values are the signposts by which our employees make business decisions each day. To help ensure that we conduct business according to these principles, we have specific policies and procedures that define what we expect of our people.

We recognise the importance of tackling modern slavery within our society and supply chains, as well as contributing to broader cross-sector industry awareness that encourages meaningful action.

This Modern Slavery Statement has been prepared pursuant to section 14 of the Modern Slavery Act 2018 (the 'Act'). It relates to Tetra Tech Holdings Pty Ltd and all of its subsidiaries operating in Australia ('Norman Disney & Young', 'NDY Group', 'NDY', 'we', 'us').

This Statement covers the financial year ending September 2022 and was approved by the board of Tetra Tech Holdings Pty Ltd on **20/09/2023**.

OUR VALUES

Excellence

Do it once, do it well

Leadership

Lead in our profession, industry and the community

Integrity

Treat others as we wish to be treated

Collaboration

Listen, share and contribute

Accountability & Ownership

Understand the impact of our actions and own the outcomes

Innovation

Inspired creativity to challenge the norm

OUR VISION

To enhance the lives of others, by engineering outstanding projects, mindful that every project matters.

To sustain deep and trusting relationships with our clients, through solving their problems and serving them with utmost reliability,

and

To engage our people with meaningful, rewarding and inspiring opportunities.

OUR ORGANISATION

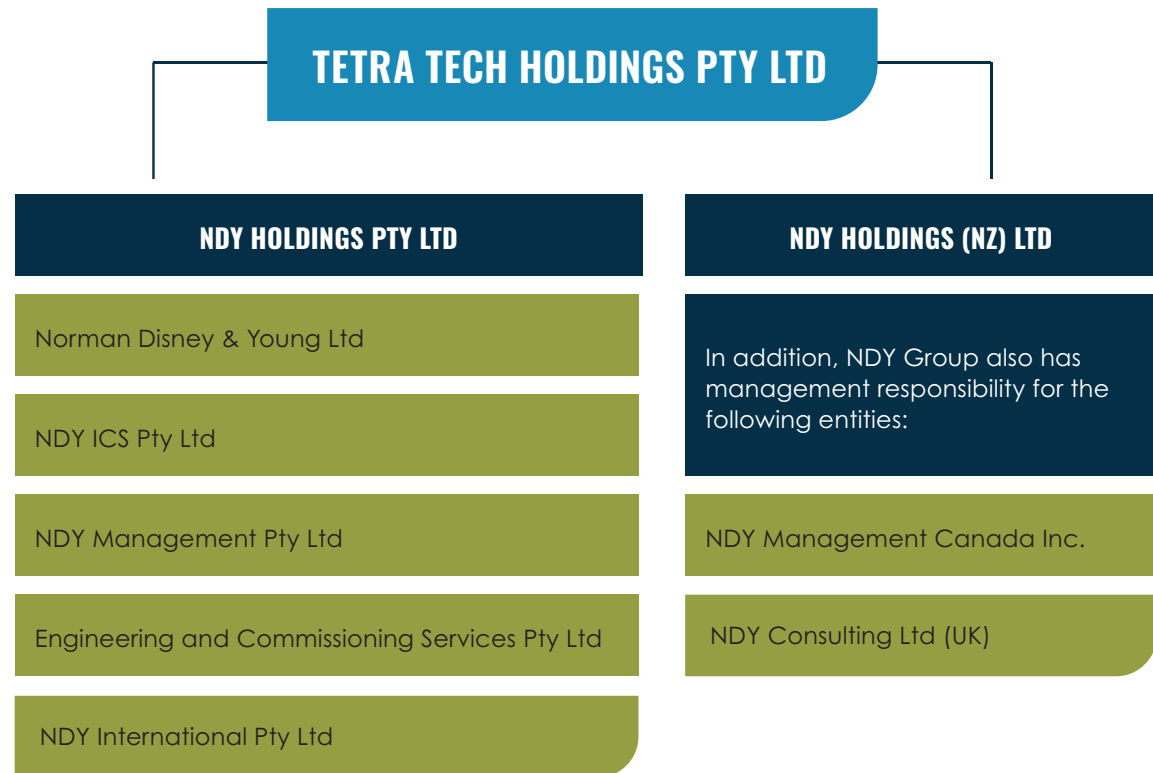
Established in 1959, NDY, A Tetra Tech Company, is a global firm of consulting engineers.

With offices in Australia, Canada, United Kingdom, Ireland and New Zealand, NDY is able to deliver innovative, sustainable and tailored solutions for a diverse group of clients. With over 60 years' experience as consulting engineers, NDY has grown its reputation for professional excellence and innovation in building services to a broader suite of client-focused offerings. Our longevity and growth as a leading consultancy is testament to our people and our reputation in the market.

The NDY Group is wholly owned by Tetra Tech Inc, a global engineering firm headquartered in California, U.S.A.

For the purposes of this statement, Tetra Tech Inc. is categorised as a supplier of services to NDY Group, which includes IT infrastructure, licensing and management support.

NDY Group includes the following corporate entities:



OUR WORKFORCE

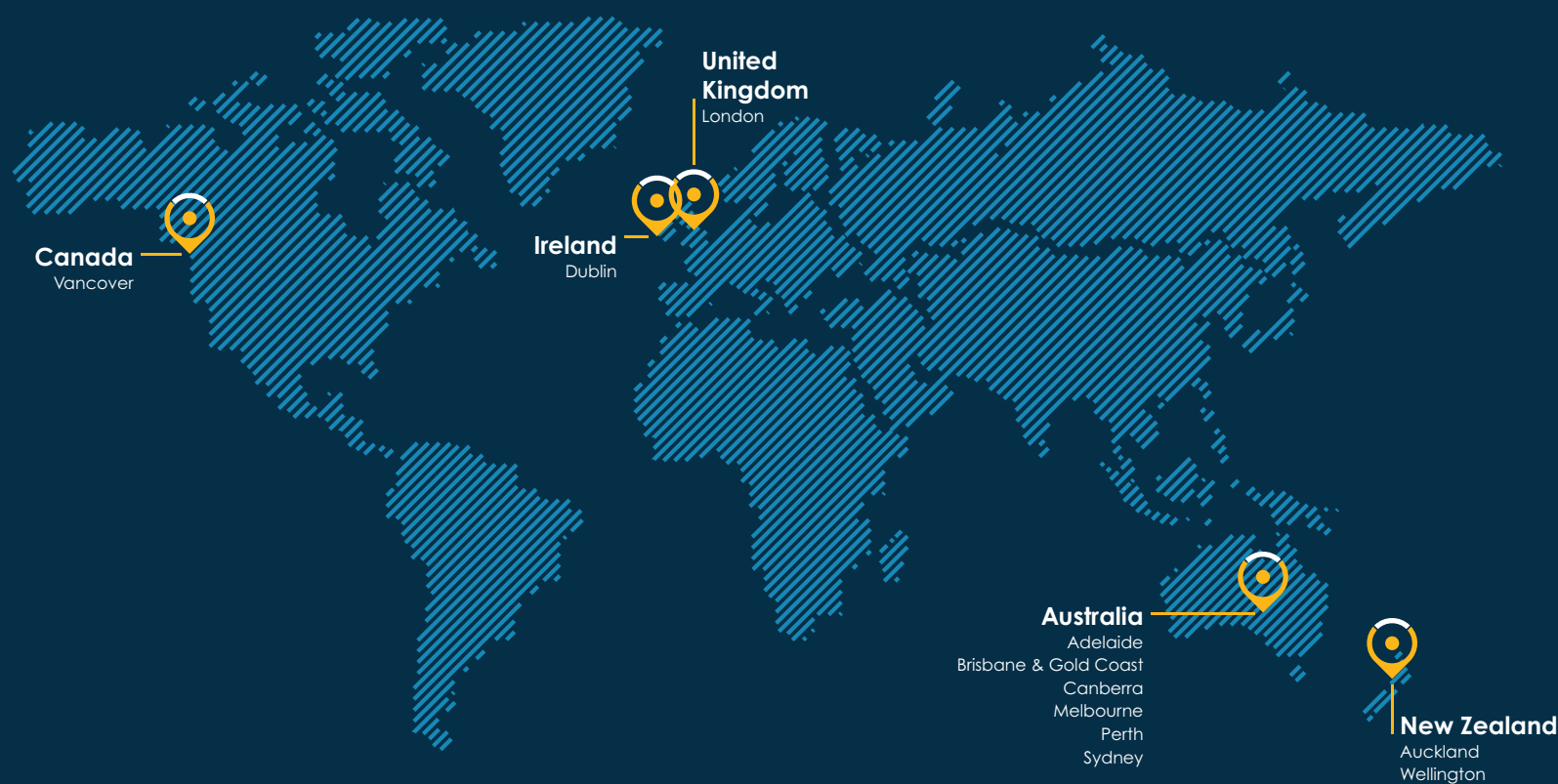
Our global workforce of over 600 staff comprises the following breakdown:

Casual workers are non-permanent staff engaged under an enterprise award with minimum rates of pay and allowances for base-skilled administrative work. Fixed Term employees are engaged for a defined term with a specified end date for project-related work. Permanent workers are engaged on a permanent basis and may be employed in a full time or part time capacity.



- Permanent
- Casual
- Fixed term

NDY OFFICE LOCATIONS

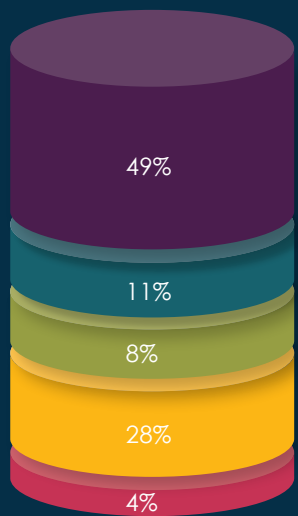


OUR SUPPLY CHAIN

NDY Group suppliers include those of administrative labour and CAD production, as well as relevant local suppliers including facilities management services, transport, legal and accounting firms, insurance, and recruitment agencies.

NDY Supply chain map by region, based on 2022 financial year spend

■ Geographical location of suppliers



Categorisation of NDY 2022 financial year spend

- Contractor / sub-contractor services
- Office rent
- Finance and legal services
- Support services
- Insurance

473 Tier 1 suppliers globally

63 Suppliers accounted for 90% of NDY annual spend in FYR 2022

RISK ASSESSMENT

NDY has taken a 2-step approach to mapping its supply chain and modern slavery risk:

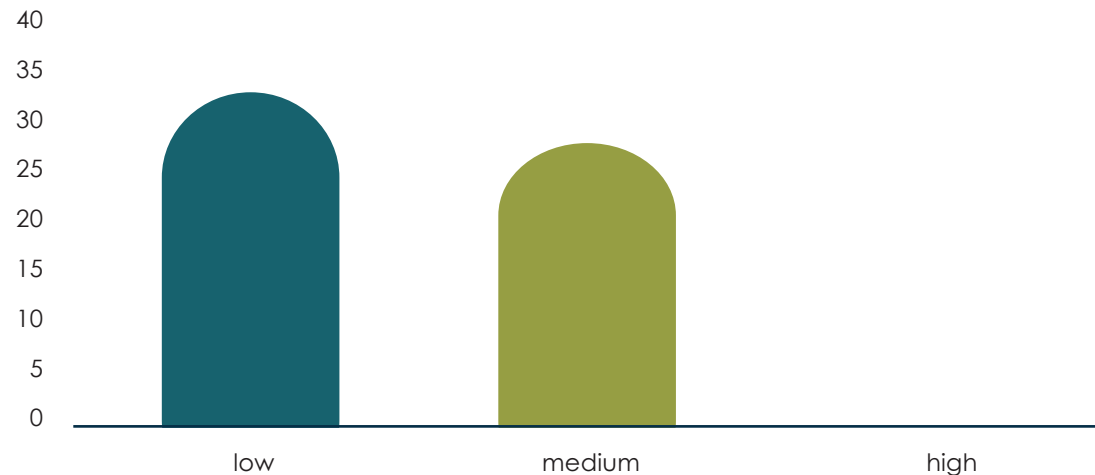
- 1** Supply chain screening, which includes risk categories identified under the Act
- 2** Supplier engagement survey, utilising the property council of Australia's modern slavery supplier platform, administered by Informed 365.

SUPPLY CHAIN SCREENING

NDY conducts a supply chain screening annually to monitor for the risk of modern slavery in our supply chain and determine if there are any medium or high risk suppliers which warrant further action.

A supply chain screening was undertaken for all suppliers who comprised 90% of NDY's total spend. These suppliers were evaluated based on their materiality in terms of percentage of total spend, country risk (based on prevalence from the Global Slavery Index¹) and industry risk (from the Responsible Sourcing Tool²) to generate an overall risk score. It identified no suppliers as high risk, the majority were low risk followed by medium risk.

FY22 SUPPLIER RISK

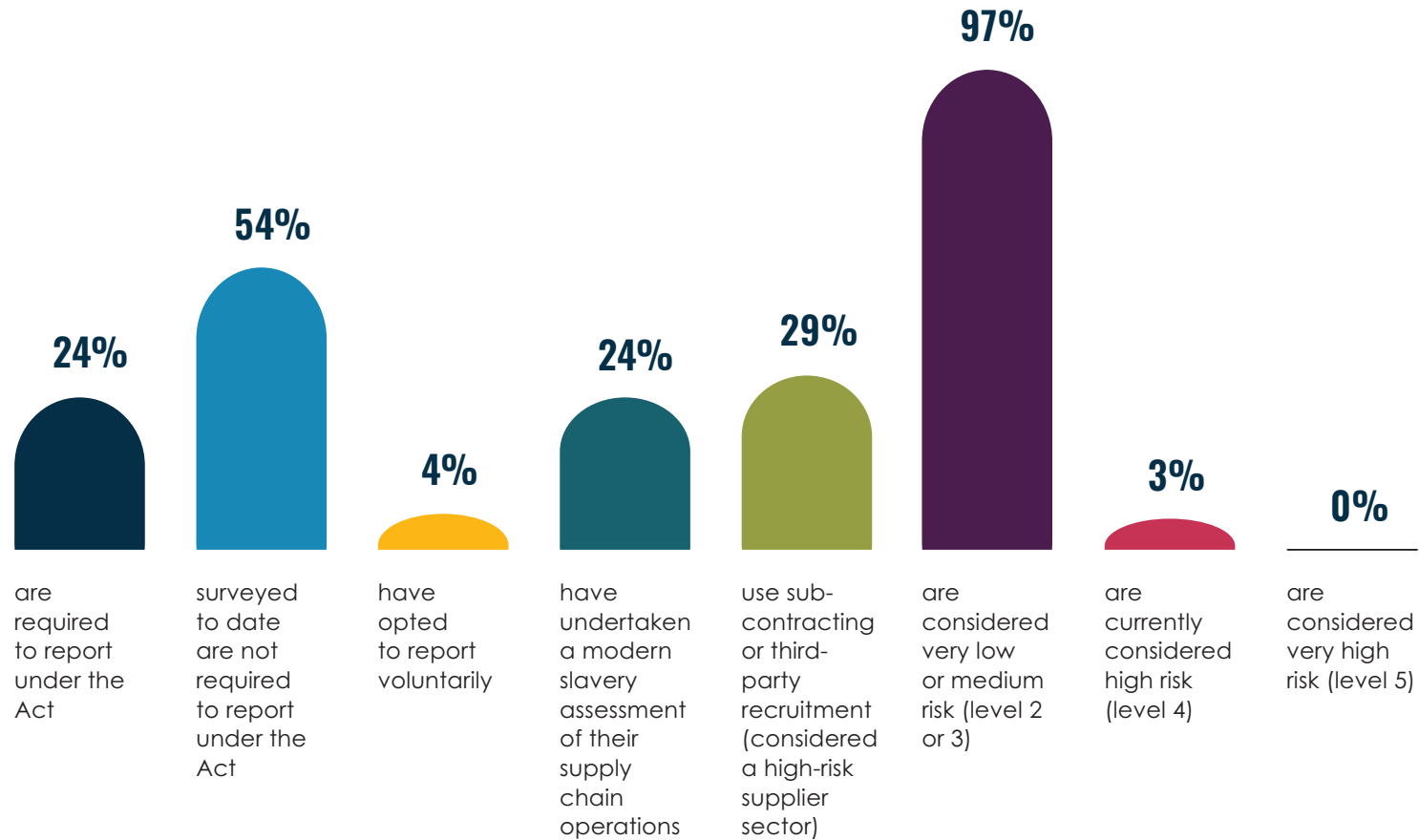


¹ <https://www.walkfree.org/global-slavery-index/>
² <https://www.responsiblesourcingtool.org/>

Supplier engagement

NDY engages directly with our suppliers as a means to validate our supply chain screening process, refine our understanding of broad social and modern slavery risks and develop actions to tackle risk in both their and our supply chains.

In 2021, NDY joined the Property Council of Australia Informed365 Modern Slavery Supplier Platform, which gathers and collates information from industry suppliers on their modern slavery exposures. By the end of FY22, almost 40% of NDY suppliers had either completed or were progressing their modern slavery questionnaire responses. The platform results indicate:



OTHER ACTIONS

COMMUNICATIONS AND AWARENESS

NDY communicates its approach to addressing modern slavery risks to staff, suppliers, clients, the government and general public through the following ways:

NDY'S MODERN SLAVERY STATEMENT	NDY'S MODERN SLAVERY TRAINING
NDY'S SUPPLIER CODE OF CONDUCT	NDY'S WEBSITE
NDY'S MODERN SLAVERY POLICY	OTHER STAKEHOLDER COMMUNICATIONS

TRAINING

All our staff are required to attend compulsory training on Modern Slavery. This training includes:

 <p>AWARENESS NDY's modern slavery awareness training covers what modern slavery is, where it happens, NDY's commitment, what our business risks are, how to spot modern slavery and what to do if you suspect modern slavery is occurring.</p>	 <p>ACKNOWLEDGEMENT NDY staff, including new staff as part of their onboarding process, are required to read and acknowledge our modern slavery statement.</p>	 <p>NDY APPROACH AND OPERATIONAL CONTROLS More detailed information on NDY's approach and operational controls regarding modern slavery are provided to a selection of staff across the business where procurement, financial management or executive decision-making forms part of their core duties.</p>
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In the coming year, NDY will continue to work towards incorporating the following practices into NDY's existing management systems and procurement practices:



Screening existing suppliers and pre-screening potential new suppliers for modern slavery risks

Requiring suppliers to commit to our supplier code of conduct

Training all staff on modern slavery and how to report it

Offering commercial terms that include specific references to addressing modern slavery risks wherever possible

Enhancing practices to report modern slavery risks

Working with our highest risk suppliers to reduce the risk of modern slavery and offer support as required

ASSESSING EFFECTIVENESS

NDY's Environment and Social Governance (ESG) Committee monitors NDY's approach to addressing modern slavery. It is working to embed the following metrics into existing systems:



The number and percentage of our staff who have attended modern slavery training

The number of suppliers, supplier spend and their categorisation



The percentage of contracts that have specific references to addressing modern slavery risks



The number and percentage of suppliers who have accepted our code of conduct or implemented their own similar terms in our contracts

The results of audits conducted on any high risk suppliers



The results of internal audits conducted to check for our own compliance with requirements



The investigations and outcomes of investigations of potential or reported breaches



The outcomes of the screening process and the number and percentage of suppliers determined as being low, medium or high risk



Whistle-blower reports/complaints relating to modern slavery risks or potential breaches of our policy of supplier code of conduct

APPENDIX A

HOW WE ARE ADDRESSING UK AND AUSTRALIAN MODERN SLAVERY LEGISLATION

AUSTRALIAN MODERN SLAVERY ACT 2018	UK MODERN SLAVERY ACT 2015 (*NOT MANDATORY)	STATEMENT REFERENCE
Identify the reporting entity; describe the structure, operations and supply chains of the reporting entity.	Organisation's structure, its business and its supply chains*.	Introduction (page 4) Our organisation (page 5) Our workforce (page 6) Our supply chain (page 7)
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	Its due diligence processes in relation to slavery and human trafficking in its business and supply chains*; the parts of the organisation's business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk*.	Risk assessment (page 8)
Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes.	(A) a statement of the steps the organisation has taken during the financial year to ensure that slavery and human trafficking is not taking place (i) in any of its supply chains, and (ii) in any part of its own business, or (B) a statement that the organisation has taken no such steps.	Risk assessment (page 8) Other actions (page 10)
Describe how the reporting entity assesses the effectiveness of such actions.	Its effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate.	Assessing effectiveness (page 12)
Describe the process of consultation with any entities that the reporting entity owns or controls.		Introduction (page 4)
Include any other information that the reporting entity, or the entity giving the statement, considers relevant.	Its policies in relation to slavery and human trafficking; the training about slavery and human trafficking available to its staff.	Other actions (page 10)



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