Modern Slavery Statement FY24/25

Tetra Tech International Development Pty Ltd

December 2025

A message from our Chief Executive Officer and Executive Managers, International Development

As a leading development consulting firm, we work with people and communities to achieve a positive impact. We live our values. We deliver intelligent and co-created solutions across the development sphere.

By working with our clients, partners and suppliers, Tetra Tech International Development plays a critical role in helping people and communities navigate development and human rights challenges and enable tangible action towards sustainability, equality and social justice.

Tetra Tech International Development fully supports continued progression and improvement within the development community in order to make development initiatives more effective – including complying at all times across our operations with a 'do no harm' approach and protecting those who are vulnerable to human rights abuses.

We are committed to taking action within existing and future development activities to foster the realisation of the Sustainable Development Goals, and to embed the principles of the Paris Declaration on Aid Effectiveness, the Accra Agenda for Action and the UN Guiding Principles on Business and Human Rights into our systems and procedures. We are also committed to addressing the various cross-cutting themes relevant to the development context to ensure that all people can access and enjoy the benefits of our activities.

Our work is geographically diverse – across international, regional and domestic development projects. While we know there are many barriers to development, we believe in empowering people, communities and society to have equal access to opportunities of health, education, economic security, housing, infrastructure and other areas that support the achievement of their outcomes. Through our work, we aim to remove barriers in the way of development; and ensure that people have safe, clean and sustainable environments to live in.

To this end, we have developed our Modern Slavery Statement detailing the ways we are combatting modern slavery not only as it relates to Tetra Tech International Development's standards for aid delivery, but our expectations and aspirations for our internal organisation. It is important that the principles and actions captured in this statement are understood and embodied by all our staff, no matter what their role may be.

Michael Owens

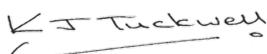Chief Executive Officer of Tetra Tech International Development Pty Ltd

December 2025

Emma Lewis

Executive Manager of Tetra Tech International Development Pty Ltd

December 2025

Keith Tuckwell

Executive Manager of Tetra Tech International Development Pty Ltd

December 2025

About this Statement

Our Statement

Tetra Tech International Development condemns all forms of human rights abuses, including Modern Slavery practices. We recognise our role in protecting the human rights of all people involved in, or impacted by, our business operations and supply chains. We acknowledge Modern Slavery as a business risk for every industry and seek to take meaningful steps to identify and address those risks by maintaining responsible and transparent supply chains.

Tetra Tech International Development values the *Modern Slavery Act 2018* (Cth) (Act) and the opportunity to provide a Modern Slavery compliance statement ("the Statement"). We understand that, globally, all businesses are likely to be affected by Modern Slavery, either directly or indirectly. Through engaging in honest and collaborative dialogue within and across industry sectors, we can fully understand the exploitation and abuse that characterise Modern Slavery and raise awareness throughout the supply chain.

As prescribed by the Act, our Statement comprises the following:

- » the reporting entities covered by this Statement (p. 3)
- » our company structure, operations and supply chains (p. 3-4)
- » Modern Slavery risks in our operations and supply chains (p. 8)
- » the actions we have taken to assess and address those risks, including due diligence and remediation processes (p. 10)
- » how we assess the effectiveness of such actions (p. 14), and
- » our process of consultation with our subsidiary entities (p. 17).

Reporting entity, period and approval

This Statement is provided by Tetra Tech International Development Pty Ltd (ACN 007 889 081) ("Reporting Entity") under the Act and is an individual Statement covering the financial year ending June 2025.

This statement was approved by the principal governing body of Tetra Tech International Development on 18 December 2025.

Our business

We've been operating in the Indo-Pacific for over 40 years designing, delivering and evaluating aid programs on behalf of governments and donors worldwide, transforming the lives of people and their communities.

Our business

Tetra Tech International Development is a leading global development consulting firm that works with global and local partners including governments, the private sector and civil society organisations to deliver effective and sustainable development projects in 16 countries throughout the Indo-Pacific region.

Our team of over 5,000 development professionals work in more than 80 countries as part of a global network that forms Tetra Tech International Development services.

Purpose

From improving access to education and health services, supporting economic growth and livelihoods, to water, environment and natural resources management, Tetra Tech International Development brings an integrated approach focused on building the capacity of communities and individuals. We help to deliver sustainable projects and positive impact.

Vision

We believe in supporting thriving people, thriving communities and a thriving planet. Our expertise spans sectors across the development life cycle to provide the specialised support required to help partners navigate through dynamic political, social and economic landscapes.

Values

How we work is just as important as what we do. We are a values-based organisation with shared behaviours that we embed into everything we do. These behaviours guide our engagement with our clients, our partners, and the people and communities we work with and support

Structure

Tetra Tech Australia Group Holdings Pty Ltd
ACN 676 488 716

Tetra Tech International Development Pty Limited
ACN 007 889 081

Tetra Tech International Development is a wholly owned subsidiary of Tetra Tech Australia Group Holdings (ACN 676 488 716) (Tetra Tech Australia Group). The Tetra Tech Australia Group is a wholly owned subsidiary of Tetra Tech, Inc., a NASDAQ-listed company with a global workforce of 28,000 staff working across more than 100 countries. The Reporting Entity's procurement and supplier-risk policies are managed by the principal governing body.

Office locations

Tetra Tech International Development maintains its central corporate presence in Australia with remote registered offices in the following countries:

» Papua New Guinea

» Philippines

» Indonesia

» Nauru

» Fiji

» Cambodia

» Vietnam

» Laos

» Tuvalu

» Kiribati

Operations

In FY24/25, Tetra Tech International Development continued to operate both locally in Australia and overseas in the broader Indo-Pacific region.

As a Managing Contractor, Tetra Tech International Development's operations cover three main levels:

» Directly employing staff corporately for consultancy services, management services and business operations

» Subcontracting individuals and companies to deliver specialist services to projects we manage

» Engaging suppliers for the provision of goods and services to our programs and corporate offices.

The services are provided across these levels:

» The provision of project management services, research and evaluation services, and technical assistance or advisory services to projects

» Legal and accounting services

» Occupancy of offices, including provision of internet services, office equipment, and office maintenance, such as cleaning and security

» Information technology services

» Travel and transportation services

» Insurances

» Construction services.

Key partners and clients

Our teams work closely with international and local organisations to deliver projects and act as trusted partners to our clients.

Australian Department of Foreign Affairs and Trade

Tetra Tech International Development has worked as a trusted implementing partner to the Australian Government for more than four decades. We design, deliver and evaluate Australian aid investments that help build stable societies, reduce poverty and stimulate economies.

New Zealand Ministry of Foreign Affairs and Trade

Tetra Tech International Development supports the New Zealand Government's aid programme through the evaluation and monitoring of Ministry of Foreign Affairs and Trade activities that aim to deliver prosperity and stability in the Pacific Islands region.

Multilateral and global organisations

We work with the world's largest international development agencies, foundations, bilateral and multilateral donors, such as the Asian Development Bank and the European Commission, to design and implement solutions to global challenges.

Our areas of practice

Australian Consulting

Tetra Tech's Australian Consulting Practice provides the tailored care, integrity and personalised service of a boutique consultancy, a specialisation in relational approaches guided by First Nations leaders, backed by the mobilisation capacity of a multi-national company.

Defence and Human Security

People, communities and economies often thrive when supported by effective security, law and justice systems. We support integrated security, law and justice reforms by working with local, regional and national government institutions, as well as with informal justice and legal systems.

Future Economies

The creation of new jobs and business opportunities helps lift people out of poverty and leads to more stable societies. We train business leaders in developing countries and implement grant funds to support innovative business ideas that can benefit struggling communities.

Infrastructure

Our team of experts specialise in architecture-engineering services and sustainable infrastructure design, helping improve access to clean drinking water, sanitation, roads and bridges, health clinics, schools, government building and reliable energy in developing countries.

Research, monitoring and evaluation

Improving results requires an understanding of what works and what does not. We work in partnership with donors, governments, multilateral organisations, foundations, universities, NGOs and businesses to help them understand the effectiveness, efficiency and impact of their work

Climate Justice

With the increase in extreme weather events becoming more frequent and natural resources more scarce, developing countries need our support. We empower communities to mitigate and adapt to climate change through improved resource management and resilient physical and institutional infrastructure.

Education

Our education experts work closely with clients and in-country partners to deliver effective projects that change lives. We strive to strengthen and build capacity within education systems to help build future generations of well-educated citizens.

Inclusion, Justice and Transformation

For Tetra Tech International Development, inclusion is our end goal. We work for a world in which individuals and communities thrive within systems and structures where they belong because the systems and structures were designed with and for them.

Human resource development and leadership

Professional development scholarships offer the next generation of global leaders an opportunity to study and research in Australia, providing graduates with the skills they need to create positive change in their home country.

Policing and Justice

People, communities and economies often thrive when supported by effective security, law and justice systems. We support integrated security, law and justice reforms by working with local, regional and national government institutions, as well as with informal justice and legal systems.

Our supply chain

Tetra Tech International Development delivers a diverse range of services each year to carry out the functions of our core business, and in doing so, have a supply chain reflective of this diversity.

In 2020, we undertook an analysis of our tier one supply chain. The top ten categories of suppliers (by spend) were as follows:

Professional services

» HR services
» Consultancy services

Diversified consumer services

» Education services
» Legal
» Security services

Commercial services and supplies

» Commercial printing
» Commercial cleaning

Hotels, restaurants and leisure

» Transit accommodation
» Function room hire
» Catering

Construction and engineering

» Infrastructure grants
» Construction companies

Health care equipment and supplies

» Health care equipment
» Health care supplies

Specialty retail

» Computer and electronics retail
» Specialty stores
» Home furnishing retail

Road and rail

» Taxis
» Vehicle rental
» Goods transportation (Freight/Shipping)

Real estate management and development

» Local offices
» Expat accommodation

Insurance

» Insurance brokers
» Multi-line insurance
» Property and casualty insurance

Risk Identification and Assessment

Risk identification

As per Tetra Tech's Modern Slavery Policy, all programs must complete a modern slavery risk assessment using Tetra Tech's Modern Slavery Risk Assessment Tool. This must occur within three months of project start-up, then reviewed annually, or in response to major changes in the operating context which may affect the Program's modern slavery risk. The risk assessment tool enables project staff to determine whether there are any existing or potential modern slavery risks associated with the program's operations or supply chain.

For this, all programs completed or reviewed a risk assessment of their local operations and supply chain specific to their operative environment/ country/ regional context.

These assessments were then analysed and consolidated to produce the Tetra Tech International Development's overall operational risk rating.

In order to determine supply chain risk, Tetra Tech International Development evaluated supply chain risks via analysis of results from our Supplier Safeguarding Questionnaires (SSQ) issued to all new suppliers through our supply chain management platform.

Operational and supply chain analysis

For the FY24/25 Statement, Tetra Tech International Development conducted an operational and supply chain risk assessment.

Findings

Risk type	Risk rating	Reasons
Causing modern slavery	Low	» The majority of Tetra Tech International Development's team members are directly employed and work on contracts under highly visible conditions, which are managed by a central Human Resources team.[1] » Our primary operations are the delivery of management consulting services for the Australian government and, as such, we do not directly engage in high-risk operations.
Contributing to modern slavery	Low	» Tetra Tech International Development implements a robust procurement process which integrates the Commonwealth Procurement Rules, incorporating ethical considerations, risk assessments and transparency into procurement. As a result, suppliers are thoroughly scrutinised, modern slavery risks are mitigated, and responsible sourcing practices are fostered across the supply chain. » There was no evidence to suggest we engaged in any purchasing practices which could put pressure on suppliers, leading to modern slavery.

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[1] A small number of short-term staff are/may be sourced through third-party recruitment agencies for approximately three of our programs.

Risk type	Risk rating	Reasons
Directly linked to modern slavery	Medium-High	» Low visibility over Tier 2 and 3 suppliers and challenges in monitoring beyond Tier 1 » Subcontracting » Our supply chain's geographical complexity and the prevalence of Modern Slavery in the Asia Pacific region, including working in locations experiencing political instability, climate change impacts, humanitarian/natural disasters and conflicts, gender inequality and discrimination, economic inequality, and skilled labour shortages/reliance on informal and/or migrant labour. » Low maturity of regulatory and enforcement mechanisms/rule of law across our area of operations. » Engagement with high-risk industries, such as the construction/infrastructure, cleaning, security, hospitality and hotel industries. » Sourcing of high-risk goods, such as bricks, timber and other construction materials, garments/uniforms, textiles, rubber gloves and electronics; including sourcing of goods and services in rural/remote locations » Analysis of the Safeguard Questionnaire indicated many of our local suppliers did not have sophisticated capabilities for managing modern slavery risks.

Risk mitigations

Policies

Modern Slavery Policy

The prevention of Modern Slavery practices remains a core risk area for Tetra Tech International Development and is considered a priority in our safeguarding framework. Tetra Tech International Development policies related to Modern Slavery are in the table below:

Tetra Tech, Inc.	Tetra Tech International Development Pty Ltd
Combating in Trafficking in Persons Policy	Modern Slavery Policy
	Supplier Screening Policy
Foreign Corrupt Practiced Act Policy	Whistleblower Policy
	Child Protection Policy
	Prevention of Sexual Exploitation, Abuse or Harassment Policy and Procedure
	Safeguarding Code of Conduct
Tetra Tech Code of Conduct	

Tetra Tech International Development's Modern Slavery Policy was updated in FY24/25 following review and internal stakeholder consultation. In the updated policy (version 2), we:

- » state a zero-tolerance approach to Modern Slavery
- » commit to conducting modern slavery due diligence in alignment with the UN Guiding Principles on Business and Human Rights to mitigate the risk of modern slavery practices in our business operations and supply chains
- » set out how we proactively identify modern slavery risks through risk assessments and supplier screening tools
- » prohibit behaviour that leads to Modern Slavery or a breach of Modern Slavery laws

- » require all tender documents and downstream and partnering agreements to contain certain modern slavery clauses
- » set out annual mandatory training, policy review and Modern Slavery reporting requirements.

In addition to mitigating against modern slavery risks in our operations, Tetra Tech International Development's Modern Slavery Policy is available for our suppliers to adapt and implement where they do not have an existing policy which addresses modern slavery.

Supplier Screening Policy

Tetra Tech International Development's Supplier Screening Policy and its associated Procedure were updated in FY24/25, following a review of the previous version, the Supplier Screening and Due Diligence Procedure. This Policy requires that prior to any contractual engagement being entered into, all Suppliers must be screened, unless an exception is granted by the Head of Legal, Risk and Compliance. The screening involves checking all suppliers against relevant Australian and international sanctions lists. Furthermore, all suppliers (excluding sole traders and individuals) who meet certain risk-based criteria must be screened by way of Safeguard Screening Questionnaire (SSQ), with respect to their capacity to manage risks across the following areas of safeguarding:

- » Sexual Exploitation, Abuse, and Harassment (SEAH)
- » Child Protection
- » Modern Slavery
- » Fraud and Corruption
- » Environmental Protection

Suppliers which meet one or more of the following risk-based criteria must be screened with an SSQ:

- » **Direct Beneficiary Contact,** meaning Suppliers who will have direct interaction with the following individuals or groups of people as part of their delivery of services:
  - o Program beneficiaries and/or recipients
  - o Vulnerable individuals or communities
  - o Government officials or partners

» **High-risk Goods and Services,** meaning Suppliers providing goods or services considered high-risk for:

- o Human rights abuses
- o Corruption
- o Environmental degradation

Annex 2 of the Policy provides a list of the industries/services and goods Tetra Tech considers high-risk and is subject to change.

» **Contract Value Threshold,** meaning Suppliers with a total annual contract value exceeding AUD 10,000.

The Supplier Screening Procedure outlines the process for screening suppliers, including for remediating results and ongoing supplier engagement.

Child Protection Policy

Tetra Tech International Development's Child Protection Policy mitigates the risk of forced or other hazardous forms of child labour in our operations and supply chains, by imposing certain standards of conduct with respect to not engaging children for domestic or other labour (see 'Safeguarding Code of Conduct' below for more details on this), requiring personnel to report child protection issues, and for complying with relevant legislation with respect to labour laws and child labour. This Policy also requires personnel to conduct child protection risk assessments for prospective programs, workstreams and activities, which must assess risk of child labour, including the risk of children in hazardous work.

Prevention of Sexual Exploitation, Abuse or Harassment (PSEAH) Policy and Procedure

Tetra Tech International Development's PSEAH Policy mitigates the risk of sexual exploitation and similar forms of modern slavery in our operations and supply chains, by including imposing certain standards of conduct with respect to PSEAH, including prohibiting transactional sex and requiring personnel to report SEAH issues. The Policy also requires personnel to conduct PSEAH risk assessments for prospective programs, workstreams and activities.

Safeguarding Code of Conduct

Tetra Tech International Development's Safeguarding Code of Conduct was launched in FY24/25. This Code forms part of the contract that any personnel (including third parties) enters into with Tetra Tech and complements existing policies and procedures relating to child protection, preventing sexual exploitation, abuse and harassment and modern slavery. As an overview, some of the requirements in the Code with resepct to modern slavery include the following:

» personnel must adhere to reporting requirements and timeframes for reporting modern slavery practices and/or incidents in our operations and supply chains

» employees are provided with at least the minimum level of wages and other entitlements in compliance with relevant labour laws and applicable industrial instruments

» employees do not pay or otherwise incur debts in relation to recruitment (or similar fees)

» employees maintain exclusive possession of their travel and/or identity documents

» employees can exercise rights to freedom of association, collective bargaining and the right to form and join trade unions

» employees have access to an effective and safe grievance mechanism

» personnel must not engage in modern slavery or use modern slavery practices in their operations or supply chains, including:

- – causing another person to enter into or remain in forced labour

- – engaging in or arranging a marriage of a person under 18 years old

- – employing children below the minimum legal working age according to local labour laws, or employing a child (under 18) to engage in hazardous work, or for domestic or other labour, which is inappropriate given their age or developmental stage, which interferes with their time available for education and recreational activities, or which places them at significant risk of injury.

Diversity and Inclusion Policy & Equal Employment Opportunity and Discrimination Free Workplace Policy

Tetra Tech International Development's Diversity and Inclusion Policy and Equal Employment Opportunity and Discrimination Free Workplace Policy mitigate the risk of modern slavery in our operations, by ensuring all staff enjoy the same working rights, standards and conditions, regardless of migrant status.

Complaint and Dispute Resolution Policy and Whistleblower Policy

Tetra Tech International Development's Complaint and Dispute Resolution and Whistleblower Policies ensure pathways are available for employees to seek assistance for a range of complaints or concerns, including for labour rights violations and/or exploitation.

Training and education

Tetra Tech International Development's Modern Slavery Policy (version 2) established a requirement for annual mandatory modern slavery training for all Tetra Tech International Development employees. A Modern Slavery Awareness training module was launched in FY24/25, delivered by the Environment, Social and Governance (ESG) Manager to all Tetra Tech International Development employees. Two sessions were delivered to corporate staff (who were required to attend one) and sessions were delivered to program teams over the course of the year, as new programs commenced. The Modern Slavery Awareness Training module covers:

- » modern slavery definitions,
- » key prevalence and estimates statistics,
- » drivers and key indicators of modern slavery,
- » modern slavery regulation in Australia, including the *Modern Slavery Act 2018* (Cth),
- » Tetra Tech's Modern Slavery Policy,
- » making modern slavery reports,
- » The Department of Foreign Affairs and Trade's Environmental and Social Safeguard Policy, and
- » further resources and support

An online version of this training module will be launched in FY25/26 to use as an annual refresher for all staff and can be made available to contractors and other third parties on a case-by-case basis. Tetra Tech

International Development's ESG Manager will continue to develop and deliver bespoke modern slavery risk management training for specific and/or new projects, upon request.

In addition to modern slavery-specific training, two training sessions were also delivered in November 2024 to upskill and refresh staff (particularly those involved in purchasing, procurement and supplier engagement) on the requirements and procedures for supplier screening in alignment with the Supplier Screening Policy.

Tender and Contract Clauses

In accordance with Tetra Tech's Modern Slavery Policy, modern slavery risks must be considered as part of tender development, in order to inform the inclusion and evaluation of modern slavery questions in the tender process. Additionally, all tender documents must include specific modern slavery-related questions, including that the Tenderer must agree that its pricing or compensation structure will enable the contract to be performed without causing or contributing to modern slavery.

All downstream and partnering agreements must contain specific modern slavery clauses. Such clauses have the effect of requiring the other party/ies to:
- » assess modern slavery risks
- » report any suspected or actual modern slavery incidents and remedial actions
- » ensure employees do not pay recruitment (or similar) fees in relation to their employment
- » ensure employees possess, or have access to, their travel and identity documents at all times, and
- » include similar clauses in their own contracts with their suppliers.

Ongoing supplier due diligence

As the primary source of Modern Slavery risk lies within our supply chain, particularly the increased risk at Tier 2 and beyond suppliers, our supplier due diligence procedures and system remain a critical mechanism through which we reduce risk. We continue to integrate Modern Slavery questions into our Supplier Safeguard Questionnaire (SSQ) to assess the capability of our suppliers in managing downstream risks.

The SSQ is designed to understand our supplier's risk controls and capability for managing Modern Slavery risks, including:

» policies and procedures
» risk assessment capacity
» staff training
» risk and incident reporting.

Following review and assessment of the SSQs, we mitigate risk in our supply chains through supplier engagement by:

» re-assessing criticality to our supply chain and whether an alternate and lower risk supplier may be engaged
» capacity strengthening suppliers to effectively modify their exposure and/or control measures to reduce their level of risk
» monitor their performance to ensure risks are appropriately controlled.

Recognising the emerging connection between Modern Slavery and terrorism, the due diligence framework also requires thorough vetting of all downstream partners against common international sanctions lists such as the World Bank Listing of Ineligible Firms and Individuals. This critical process serves to prevent the diversion of funds to entities involved in terrorism or Modern Slavery practices, aligning with our commitment to ethical practices

After a third party is engaged, Tetra Tech is committed to ongoing engagement with the party throughout the duration of the contract, with the aim of fostering positive and collaborative relationships and to incentivise good safeguarding practices. Ongoing supplier engagement and monitoring aims to ensure that:

» suppliers understand their obligations under their signed contract,
» suppliers are implementing any risk treatment / mitigation measures that were put in place, focusing on the supports that can be offered to build the supplier's capability in managing their risks and impacts, rather than penalising the supplier for failing to do so, and
» suppliers are incentivised to work with Tetra Tech to address their safeguarding risks and incidents, through fostering positive relationships with suppliers that are based on collaboration, transparency and good communication.

Assessing effectiveness

For FY24/25, Tetra Tech International Development sought to assess the effectiveness of our actions by tracking certain information/data. The results are as follows:

Pillar	Indicator	Target	Results
Governance	The TTID Modern Slavery Policy establishes an accountability framework for managing modern slavery risks across the business	Accountability framework established	Target achieved
	TTID staff are aware of their responsibilities for managing modern slavery risk across the business	95% of staff	Target exceeded: Based on an all-staff survey completed by 168 staff in June 2025, **163 (98.8%)** people who responded agreed or strongly agreed that they were aware of their responsibilities for managing modern slavery risks across the business.
Risk identification and assessment	Projects complete a modern slavery risk assessment within three months of project start-up	100% of projects (*new projects only*)	For the projects which commenced in FY24/25: • 50% completed the modern slavery risk assessment within 3 months of start-up, and • 50% completed the modern slavery risk assessment within 4 months of start-up.
	Projects review their modern slavery risk assessment at least annually	100% of projects	Target achieved For the remaining projects (i.e. those that did not commence during FY24/25), 100% reviewed their modern slavery risk assessment during the FY.
	Modern slavery risk assessment of corporate operations is reviewed annually	Task completed annually	Target not yet achieved The modern slavery risk assessment for Tetra Tech International Development's Australia-based corporate operations was completed during FY24/25, however, the assessment for offshore corporate operations was not completed.

Pillar	Indicator	Target	Results
Risk mitigation Supplier Due Diligence	Supplier Screening Questionnaire (SSQ)	90% completion rate	**Target not yet achieved** For FY24/25, the data suggests the SSQ completion rate was 38%, with 20% not completed and 42% not requested or commenced. This is a lower completion rate compared to FY23/24. These results may be due to changes to our Supplier Screening Policy, which introduced a risk-based approach to supplier screening, rather than the previous approach of screening all suppliers. During FY24/25, the platform was not set up to enable staff to select whether screening was required under the new Policy, which may explain why a higher number of suppliers were entered for standard due diligence, compared to the number which required SSQ screening. The completion rate and means of recording SSQ requirements in the platform will be reviewed.
	All parties who return a high modern slavery risk on their SSQ are regularly followed up (minimum six-monthly) to ensure they are implementing their risk mitigation measures	Relevant parties followed up at least six-monthly	**Target not yet achieved** The data suggests that 15% of the high risk SSQs were reviewed/remediated following completion of the SSQ, with no data available from which to determine whether these parties have been followed up at least six-monthly. However, there were data limitations whereby these results may not reflect the work undertaken at the project-level.
Human Resources	TTID staff receive modern slavery training and other training/resources on their rights at work, workplace policies and how to report any grievances as part of their onboarding	95% of staff	**Target not yet achieved:** **385 (74.8%)** Tetra Tech International Development employees (excl. consultants) completed Modern Slavery Awareness training during FY24/25. Based on the all-staff survey completed in June 2025, **155 (92.3%)** people who responded agreed or strongly agreed that they were aware of their rights at work and workplace policies as they relate to labour and human rights.

Pillar	Indicator	Target	Results
	Relevant local labour, modern slavery or trafficking laws are respected	0 breaches reported	Target achieved
Training and resources	Modern slavery awareness training refresher is completed annually by TTID staff	90% completion rate	Not yet applicable – training first delivered during FY 24/25
Communication	Modern Slavery poster listing the reporting channels is displayed	In all nine TTID offices	Target not yet achieved: Based on the program survey completed in June 2025, **six programs** have offices displaying the modern slavery poster.
	TTID staff are aware of the requirement to report and how to make a report	95% of staff	Target achieved: Based on the all-staff survey completed in June 2025, **160 (95.2%)** people who responded were aware of the requirement to report and **159 (94.6%)** people who responded knew how to make a report.
Tracking effectiveness	The framework for tracking effectiveness is reviewed	Every two years	Not yet applicable – will be due during FY25/26
Providing and enabling remedy	The number of whistle-blower reports/complaints relating to modern slavery risks or potential breaches of our Policy or Safeguarding Code of Conduct	N/A	No whistleblower reports/complaints or other disclosures for FY24/25 relating to modern slavery risks or incidents, or breaches of the Modern Slavery Policy or modern slavery-conduct in Safeguarding Code of Conduct. Note: there are suspected breaches of Modern Slavery Policy relating to a lack of compliance with supplier screening procedures, as discussed above. However, no reports of such breaches have been recorded.
	The outcomes of investigations of potential or reported breaches	Outcomes reported as required	N/A

Consultation process

For this Statement, we consulted with other Tetra Tech entities in Australia, including Tetra Tech Coffey Pty Ltd, NDY and RPS AAP Consulting Pty Ltd, to understand and learn from their approach to the identification and management of Modern Slavery risks and to ensure uniformity of approach with the other companies within the Tetra Tech group. These entities are not owned or controlled by Tetra Tech International Development Pty Ltd.