

Modern Slavery Statement - FY23



Sydney Roads
Asset Performance Contract

The Harbour Zone

Contract number / 20.0000302407.2476

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20th December 2023

Att: Attorney-General's Department

ConnectSydney Pty Ltd

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ConnectSydney Pty Ltd (ABN 16 606 606 808) is pleased to submit this modern slavery statement pursuant to the *Modern Slavery Act 2018* (Cth) in respect of the financial year 1 July 2022 – 30 June 2023 (“FY23 Reporting Period”).

ConnectSydney Pty Ltd is an incorporated joint venture organisation composed of Service Stream Maintenance Pty Ltd, Bitupave Ltd and Tyco Projects (Australia) Pty Limited. ConnectSydney maintains critical infrastructure networks across the Sydney Harbor Zone through the Sydney Road Asset Performance Contract for TfNSW. Services are provided on behalf of Transport for New South Wales.

ConnectSydney's principal governing body is a stand-alone Board of Directors and the entity is governed by a Shareholders agreement. ConnectSydney's sourcing and supply chain functions are managed by its in-house team (Procurement Manager / Business Management Team). All the procurement activities and functions are to be in accordance with the ConnectSydney's Procurement Plan.

ConnectSydney's consolidated revenue for the FY23 Reporting Period was more than AU \$100 million as reported to the Board.

For these reasons ConnectSydney is providing its inaugural modern slavery statement.

Consultation

ConnectSydney's Project Director and members of the ConnectSydney Business Management Team were consulted during preparation of this modern slavery statement. ConnectSydney's Project Director tabled this modern slavery statement for review and endorsement at the December 23 Board Meeting (#34 Post November 2023).

ConnectSydney's Board of Directors have endorsed this modern slavery statement.

Structure, Operations and Supply Chains

Structure

ConnectSydney Pty Ltd is an incorporated joint venture organization of Service Stream Maintenance Pty Ltd, Bitupave Ltd and Tyco Projects (Australia) Pty Limited. As of 30 June 2023, ConnectSydney consisted of approximately 180 employees with the direct employees engaged either by contract or under award agreement. The registered office for ConnectSydney is located at Level 4, 357 Collins St Melbourne VIC 3000 while the operating office is located at 422, West Botany Street, Rockdale, NSW 2216. ConnectSydney does not from any overseas locations.

Service Stream Limited, Boral and the John Controls Australia Pty Ltd are the parent companies of the ConnectSydney. For the purposes of the *Modern Slavery Act 2018* (Cth), the parent bodies are not included in this statement.

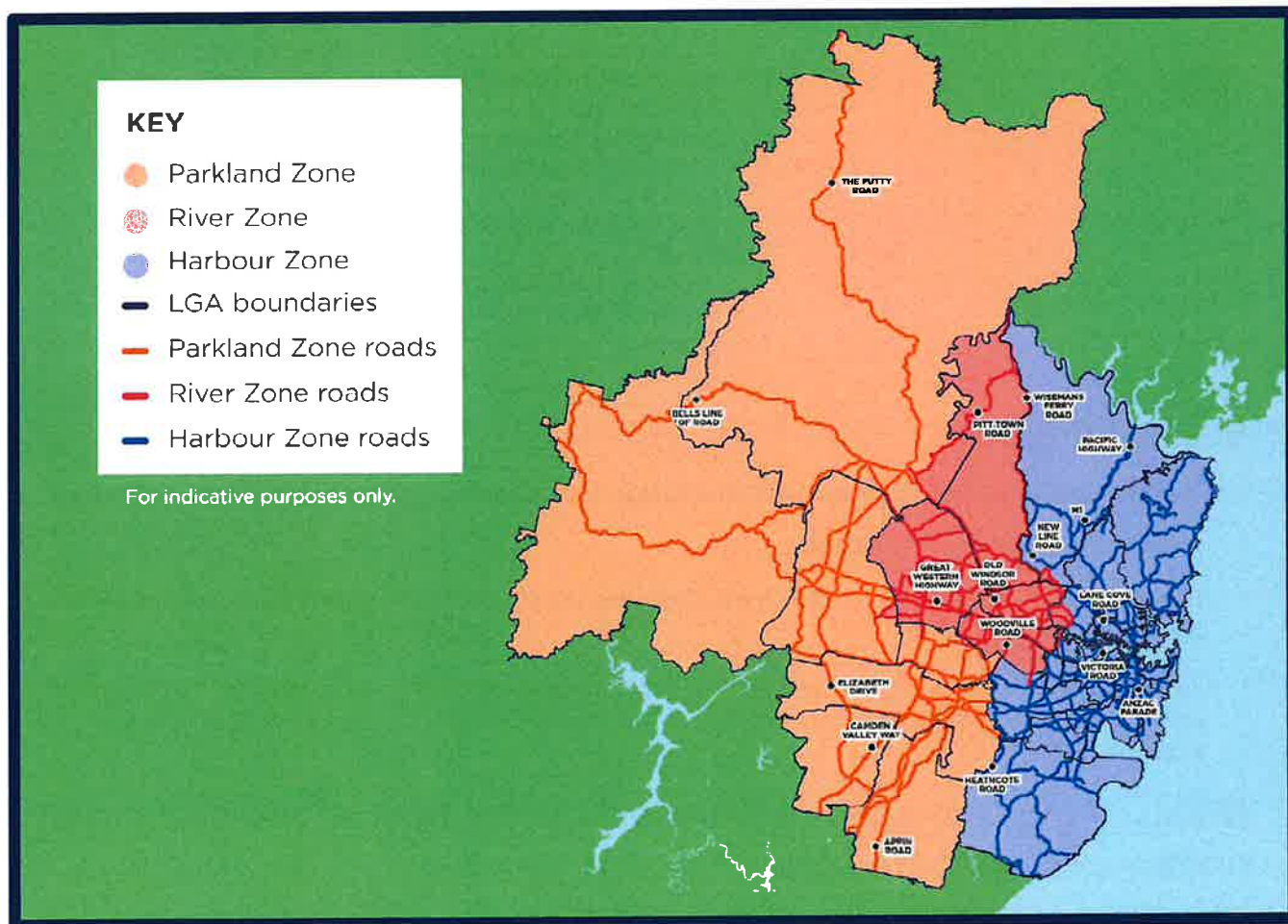
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Operations



ConnectSydney provides a wide range of specialist operational support and maintenance services across the Sydney Harbour Zone Road Network. Service capabilities include program management, asset management, asset upgrades, tactical corridor works, tactical bridge and tunnel works, routine road network maintenance, control room operations, minor civil construction services and installation and operation of intelligent transport systems.

ConnectSydney did not have any international operations during the FY23 Reporting Period.



Sydney Harbour Zone Road Network Area



Assets Maintained by ConnectSydney

Asset Class	Assets Description of Quantity	
 Pavements	<ul style="list-style-type: none"> ▶ Carriageway assets ▶ Vacant properties ▶ Linear pavement markings 	
 Bridges and structures	<ul style="list-style-type: none"> ▶ Bridges & tunnel structures and support structures including electrical / mechanical assets. ▶ lift assets. 	

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Asset Class	Assets Description of Quantity	
		<ul style="list-style-type: none"> ▶ signs
	Corridors	<ul style="list-style-type: none"> ▶ Culverts and open drainage assets. ▶ Cycleways and off-road paved areas ▶ Kerb gutters and median grassed area ▶ Roadside rest areas and 284 landscape assets ▶ Safety barriers and 1 safety ramp ▶ Slope sites ▶ Noise walls ▶ Stormwater quality assets and subsoil drainage assets ▶ B-Line assets
	ITS	<ul style="list-style-type: none"> ▶ Advanced warning signs, changeable message signs, variable speed limit signs and variable message signs ▶ Emergency phones ▶ Over-height detection systems and 16 over speed detection systems ▶ School zones and 10 B-Line stops. ▶ Streetlights ▶ Traffic control systems and 50 traffic monitoring units ▶ Wigh-in motion systems and 226 vehicle detection classes

Supply Chains

The products and services (including labour) that contribute to ConnectSydney’s principal services include:

- A workforce consisting of employees.
- Subcontractors, design & non-design consultants who are engaged by ConnectSydney to perform works across various work sites.
- The suppliers of materials to ConnectSydney. Some of these materials are manufactured overseas and are supplied to ConnectSydney by local distributors. ConnectSydney does not manufacture any materials itself.

Risks of modern slavery practices in the operations and supply chains of ConnectSydney

ConnectSydney engage Suppliers (for example, a company or trust) to provide goods and services to deliver the principal activities (for example, a company or trust) that employs workers.

A risk of modern slavery exists in any industry that relies on a manual, low-skilled migrant workforce, such as the construction, real estate, security, and cleaning industries. This risk is more present where the services occur in emerging overseas economies. The risk is lessened in developed economies with robust workplace relations laws such as Australia, where ConnectSydney’s operations are entirely located.

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Actions taken by the ConnectSydney to assess and address these risks, including due diligence and remediation processes

Due diligence

In order to assess whether any modern slavery practices were occurring within ConnectSydney's supply chain, we undertook an extensive review of all relevant direct subcontractors and suppliers to ConnectSydney. To progress this supply chain review we:

- prepared a survey with a series of questions based on the indicators of modern slavery practices as advised by the Australian Government in the [Commonwealth Modern Slavery Act 2018: Guidance for Reporting Entities](#).
- issued the survey to representatives of more than 250 supply chain members which include subcontractors, suppliers, design and non-design consultants.

ConnectSydney Modern Slavery Questionnaire Survey

ConnectSydney conducted a Modern Slavery Questionnaire survey using Microsoft Forms, targeting 260 suppliers. The survey aimed to assess the prevalence of modern slavery practices within our supply chain.

As of 18th December 2023, we have received responses from 76 suppliers, representing 30% of the surveyed suppliers. The remaining suppliers will be pursued for responses until the end of February 2024 to ensure a comprehensive understanding of the supply chain's compliance with the Modern Slavery Act.

Key Findings from the Survey:

Investigations and Compliance:

- None of the suppliers reported undergoing any investigations related to underpayments or modern slavery practices.
- No suppliers received fines or prohibition notices from environmental or Workers Health and Safety regulators.

Working Hours and Employment Contracts:

- Most employees within the supply chain work a maximum of 38 hours per week, with only a few exceptions.
- 73 suppliers confirmed engaging employees through employment contracts. ConnectSydney will approach the three suppliers without employment contracts to understand the reasons and address any concerns.

Direct Workforce Engagement:

- 62 suppliers confirmed deploying their direct workforce to deliver goods and services for ConnectSydney related works.
- Based on the responses received, ConnectSydney is reassured that the subcontracted workforce engaged by ConnectSydney Pty Ltd and its controlled entities, as well as the various goods procured from suppliers, are not considered to pose a high risk of engaging in modern slavery practices.

Remediation

ConnectSydney has implemented specific controls targeted at minimising the risk of modern slavery practices occurring in its operations and supply chains. These include:

- introducing mandatory questions as an integral section of ConnectSydney's prequalification questionnaire regarding modern slavery practices for all the new vendors / suppliers to respond
- the company will await additional responses from the supply chain until the end of February 2024. Any

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concerns identified during this process will be addressed in the Modern Slavery Statement for the financial year 2024

- amended all ConnectSydney's suite of subcontract agreements (agreements that ConnectSydney use to engage its supply chain) to include clauses in relation to Modern Slavery Act 2018; and
- training staff to increase their understanding of the requirements of the *Modern Slavery Act 2018* (Cth).

How ConnectSydney assesses the effectiveness of these actions

In future reporting periods ConnectSydney will undertake an internal audit to review the implemented modern slavery controls to determine:

- how effectively the controls have been implemented
- if the controls are meeting their objectives; and
- whether more controls are needed.

The findings of the internal audit will be presented to the ConnectSydney Board for further action.

Additionally, all whistleblower reports and the investigation outcomes are reported on an anonymous basis, to the Board. This enables the Board to understand whether the issue to which the grievance relates has been rectified and set procedures and policies to ensure the issue is appropriately addressed and permanently resolved.

This statement was approved by the Board of directors of ConnectSydney on the 20th December 2023.

Signed,



Bruce Wilson

Director 20.12.2023



Rob McGuire

Director

20.12.2023