



MODERN SLAVERY STATEMENT FOR THE YEAR ENDING 30 JUNE 2025

Cox Architecture Pty Ltd (ACN 002 535 891) as trustee for the COX Architecture (Aust) Unit Trust (ABN 78 426 372 646)

This statement has been developed to comply with the requirements of the Australian Modern Slavery Act 2018. It has been approved by the Cox Architecture Pty Ltd ('COX') Board of Management and signed by the Managing Partner.

Structure, Operations & Supply Chain

COX is one of the largest architectural practices in Australia with 600 employees across six studios in Australia and one studio in New Zealand. We are a practice built on the principles of contributing to the public life of our communities and having a positive impact on civic society. Our Purpose to "Advance society through exemplary design", is reflected in our unifying and egalitarian ethos, "By the Many, For the Many". This is further demonstrated through our culture and four Values:

- Embody Diversity
- Lead with Empathy
- Do More with Less
- Create to Last

As an international provider of services in architecture, planning, urban design and interior design, our operations rely on the talents of our architects and designers who collaborate with our clients, stakeholders and communities. They are supported by our shared services functions and operate under a standard set of policies and directives through a common quality management system. This approach ensures that all our employees operate to a high standard.

Our operations are also supported by:

- Professional services suppliers that support our project delivery, including subconsultants, labour suppliers and documentation outsourcing.
- Support services and product suppliers providing facilities management services, office supplies, catering, computer equipment, computing services, professional advice, and travel services.



Risk Assessment

We consider the risks of modern slavery and human trafficking in our operations and supply chain to be low. There are, however, parts of our supply chain that have the potential for increased risk. These include:

- Subconsultants, particularly in overseas locations subject to weaker human rights and worker protection
- Support services in lower-wage industries such as cleaning services and office supplies
- Computer hardware with complex international supply chains
- Materials recommended as part of our designs

Risk Mitigating Actions

COX operates under one common quality management system with which all employees must comply.

We have policies, procedures, and training on how we operate, act, and behave including a Code of Conduct and policies on Modern Slavery, Equal Opportunity, Anti Bullying and Harassment, Health and Safety, Privacy, Recruitment and a Whistleblower Policy.

Our risk register includes the consideration of modern slavery risks in our operations and supply chains, and the actions being taken to mitigate these risks. The risks associated with potential projects outside Australia and New Zealand are also considered.

We seek contractual terms with our subconsultants and suppliers of services and products, which align with our standards and values and minimise the risk of modern slavery in our supply chain.

We complete a modern slavery risk assessment for all our significant suppliers using a low/medium/high ranking system. We do not trade with any suppliers assessed as high risk and take further mitigating actions for those assessed as medium risk. These actions include understanding their supply chains and the actions they are taking to reduce the risk. Each year we review over 95% of our expenditure with suppliers to ensure no new risks have materialised.

Advocacy and Industry Collaboration

We promote responsible procurement policies and are a strong advocate for product information and supply chain transparency to facilitate responsible material choices. We foster partnerships with suppliers, contractors, and stakeholders to support social equity and indigenous businesses, and collaborate with other architectural practices on



collecting and sharing information on potential modern slavery risks in the sourcing of materials and products specified in our designs.

We are a key contributor to the development of the Australian Architects Declare Product Aware online platform. This free online database aims to standardise and streamline the way Australian architects access information on product sustainability, resulting in clear metrics. Product Aware supports responsible material selection by asking suppliers to declare supply chain information including Modern Slavery risks associated with a product, and actions the supplier is taking to mitigate those risks. Since its launch in June 2024, Product Aware has attracted more than 2,700 users and features over 1,000 products by 200 companies.

Effectiveness of our approach

COX is committed to the prevention of modern slavery and human trafficking and continues to investigate and improve our understanding of our supply chains.

We regularly monitor our supplier's performance and the services they provide us. We also monitor our employment and procurement processes. Third-party audits verify compliance of our quality, environmental, and workplace health and safety management systems with relevant international standards.

We have actively engaged and consulted with the entities we own or control in the development of this statement.

This statement is approved and signed by:

A handwritten signature in black ink, appearing to read 'Ian Smith'.

Ian Smith - Managing Partner
Cox Architecture Pty Ltd
26 November 2025