

RPS AAP REPORTING ENTITIES

MODERN SLAVERY JOINT STATEMENT

1 October 2023 to 30 September 2024



May 2025



ACKNOWLEDGEMENT OF COUNTRY

In the spirit of reconciliation, RPS acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present.

OUR PURPOSE

We create shared value by solving problems that matter to a complex, urbanising and resource-scarce world.

OUR PROMISE

We have deep expertise in things that matter and we are easy to work with. Our clients trust us and we are respected for our creative thinking. Together we build strong relationships by repeatedly delivering on our promise.

OUR BEHAVIOURS



MESSAGE FROM OUR CHIEF EXECUTIVE OFFICERS

The importance of the *Modern Slavery Act 2018 (Cth)* to combat the unethical treatment of individuals and protect human rights cannot be underestimated.

RPS and its reporting entities do not tolerate any form of modern slavery and are committed to doing our part to meet Target 8.7 of the United Nations Sustainable Development Goals.

This Modern Slavery Statement provides details of the measures RPS reporting entities have implemented, and expect to implement in the next reporting period, to ensure the risks of modern slavery in our operations and supply chain are identified and controlled.

This Modern Slavery Statement has been approved by the Board of Directors for each of the RPS reporting entities.



A handwritten signature in black ink, appearing to read 'MSullivan', written over a dotted line.

Meegan Sullivan
Chief Executive Officer, RPO
Australia Asia Pacific

A handwritten signature in blue ink, appearing to read 'M.J. Owens', written over a dotted line.

Michael Owens
Chief Executive Officer, RPA
Australia Asia Pacific



CRITERIA 1 AND 2

Reporting entity, structure, operations and supply chains

RPS is a wholly owned subsidiary of Tetra Tech Inc., a NASDAQ listed company with a global workforce of 27,000 staff working across 120 countries.

Founded in 1970, RPS is a leading global professional services firm of 5,000 consultants and service providers. With experience across 125 countries and six continents, we define, design and manage projects that create shared value for a complex, urbanising and resource-scarce world.

RPS delivers a broad range of services in six sectors: property, energy, transport, water, defence and government services and resources. Services provided across RPS' six sectors cover twelve service clusters: project and program management, design and development, water services, environment, advisory and management consulting, exploration and development, planning and approvals, health, safety and risk, oceans and coastal, laboratories, training and communication and creative services.

In Australia and New Zealand, our business is made up of the RPS RPA operating unit (Project Management and Advisory) and the RPO operating unit (Place and Development and Oceans and Environment). Within these divisions are teams that deliver services to local communities in capital cities and regional areas.

CRITERIA 1 AND 2 (cont'd)

Reporting entity, structure, operations and supply chains

This Modern Slavery Statement is a joint statement made under the *Modern Slavery Act 2018 (Cth)* for the financial year 1 October 2023 to 30 September 2024 and is submitted on behalf of the following entities (collectively referred to throughout this Joint Modern Slavery Statement as the “RPS reporting entities”):

Entity	ABN	ACN
RPS Consultants Pty Ltd (parent company)	55 108 734 407	107 734 407
RPS AAP Consulting Pty Ltd	97 117 883 173	117 883 173
RPS Australia West Pty Ltd	42 107 962 872	107 962 872
RPS Energy Pty Ltd	44 072 504 299	072 504 299

RPS’ business operations include:

- The direct employment of workers, primarily in professional services roles.
- Sub-contracting to entities and individuals to provide goods or professional services in support of our work.
- Procurement of operational goods and services including:
 - Office property occupancy, office consumables, security, cleaning, maintenance and waste management
 - Hardware, software, information technology and cyber security services
 - Telephone, internet and office equipment
 - Travel, logistics, courier, transportation, hospitality and motor vehicles (including rental and leased vehicles)
 - Tax, legal and other accounting
 - Bank, payroll, insurances and financial

CRITERIA 3

Risks of modern slavery practices in the operations and supply chains of RPS reporting entities

RPS undertook routine reviews of our operations during the reporting period, including supply chain practices, existing policies, procedures and legislative requirements, and took a risk-based approach to implementing measures that addressed the key areas of risk identified.

Through this review, RPS identified that there is a low risk of modern slavery in our operations due to:

- RPS being a professional services company and not requiring a large or complex supply chain to support activities.
- Rarely relying on overseas outsourcing to deliver our services, and if we do, confirming the supplier is operating ethically via our supplier management framework.
- A mature supplier management framework and supplier code of conduct.
- Australia's strong labour and other laws.
- RPS' strong ongoing legislative compliance.
- RPS' commitment to a fundamental respect for human rights.

Resulting from the review, a number of measures were identified to be implemented, which would provide further risk control and assurance.

CRITERIA 4

Actions taken by RPS reporting entities to assess and address these risks, including due diligence and remediation processes

RPS AAP Modern Slavery Policy

The RPS *Modern Slavery Policy* was reviewed in May 2025 and recommunicated to all employees.

The policy is also included in the RPS new start induction suite. The *Modern Slavery Policy* reiterates RPS' commitment to operating our business lawfully and ethically and expects employees and suppliers to share this commitment.

RPS AAP Shared Value Framework – Equality and Inclusiveness Pillar

In 2020 RPS launched a Shared Value Framework and pillars, which provides guidance for our corporate social responsibility principles and actions in Australia Asia Pacific. These are aligned with the UN Sustainable Development Goals (SDG) Framework.

Our Equality and Inclusiveness pillar encompasses the notion of creating social value, reducing inequality, fostering good health and wellbeing, while promoting peace, justice and strong institutions.

CRITERIA 4 (CONT'D)

Actions taken by RPS reporting entities to assess and address these risks, including due diligence and remediation processes

RPS Supplier Management Framework

RPS' procedure for supplier management outlines the requirements for the prequalification, engagement and evaluation of suppliers. All suppliers are required to complete a prequalification form providing certain disclosures and supporting documentation. The prequalification is then reviewed for compliance with RPS' requirements and if adequate, the supplier is added to the RPS Supplier Register and given an "Approved" rating. Suppliers are reviewed periodically after project engagements and are also required to complete a thorough bi-annual review. Suppliers are required to disclose any regulatory attention or prosecution relating to modern slavery or labour laws.

RPS' Supplier Code of Conduct requires all suppliers to read and acknowledge that they will comply with our requirements around modern slavery and ethics.

RPS Whistle-Blower Policy

Implemented in January 2019, RPS' *Whistle-Blower Policy* empowers and encourages employees to raise concerns about improper conduct in a confidential manner and on an anonymous basis.

Disclosures made under the policy will be investigated in a timely, thorough, confidential, objective and impartial manner, recognising the principles of natural justice and best practice investigative techniques. Where possible, complainants will be provided with feedback regarding the outcome of the investigation.

CRITERIA 4 (CONT'D)

Planned actions

Formation of the Buying Better working group and development of a Buying Better policy and framework

As part of our Shared Value Framework, the Buying Better working group's purpose is to align our procurement practices with our shared value pillars, including diversity, equity and inclusion, and balance value for money with our ability to influence better outcomes, being more mindful of ethical suppliers.

It is expected that the framework and associated documentation will be in effect in 2025.

CRITERIA 5

Assessment of the effectiveness of actions being taken to assess and address modern slavery risks

RPS assesses the effectiveness of actions and processes implemented to address risks, including modern slavery through governance and monitoring activities, including:

- Legal compliance reviews
- Audits and reviews of RPS policies, procedures and ISO certifications (ISO 9001, ISO 45001, ISO 14001).
- Audits, reviews and evaluations of RPS suppliers.
- Investigation of incidents and complaints (including via the whistle-blower process, health, safety, environment, people, suppliers).
- Board reporting.
- Mandatory reporting and disclosures.
- Induction and training activities.

During the reporting period no actual or suspected instances of modern slavery were identified by, or reported to, the RPS reporting entities.

CRITERIA 6

Consultation process with RPS reporting entities

RPS has consulted and worked with a number of key stakeholders across the reporting entities in relation to:

- The development of this Joint Modern Slavery Statement
- Implementing the measures outlined in Criteria 4
- Seeking to identify further actions to address modern slavery requirements.

Within our Shared Value Framework and pillars, employee representatives from all reporting entities participate in working groups to identify and implement initiatives in key areas of importance, including modern slavery.

Each of our Shared Value Framework pillars is led by an Executive Sponsor.

CRITERIA 7

Any other relevant information

The directors of each of the RPS AAP reporting entities have reviewed and approved this Joint Modern Slavery Statement.