



MODERN SLAVERY STATEMENT FOR THE YEAR ENDING 30 JUNE 2024

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 and directors across six studios in Australia and one in New Zealand. We are a practice built on the principles of contributing to the public life of our communities and in having a positive impact on civic society. Our Purpose to "empower many voices to unlock exemplary design outcomes for all" is reflected in our 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. These teams 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 and directors operate to a high standard.

Our operations are also supported by:

- Organisations that provide services to support the delivery of our projects, including subconsultants, labour suppliers and documentation outsourcing.
- Support services and product suppliers providing our studios with facilities management services, office supplies, catering, computer equipment and 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 operations that we are mindful have the potential for increased risk. These include:

- The use of subconsultants, particularly in overseas locations subject to weaker human rights and worker protection
- The sourcing of support services in lower-wage industries such as cleaning services and office supplies
- The sourcing of computer hardware with complex international supply chains
- The sourcing of materials recommended as part of our designs

Risk Mitigating Actions

Our operations function under one common quality management system with which all employees and directors 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 new projects outside our immediate countries of operation are 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 working with the supplier to further understand their supply chain and the actions they are taking to reduce the risk. Every year we review all our significant suppliers (over 95% of our annual expenditure) to ensure no new risks have materialised.



Effectiveness of our approach

We are committed to the prevention of modern slavery and human trafficking and continue to investigate areas to 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 are collaborating with other architectural practices to investigate how we can collect and share information on potential modern slavery risks in the sourcing of materials and products specified in our designs. In the last year we have been a key contributor to the development of the Australian Architects Declare Product Aware online platform. This database aims to standardise and streamline the way Australian architects access information on product sustainability, resulting in clear metrics. This includes information on the Modern Slavery risks associated with a product and actions the supplier is taking to mitigate those risks.

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
28 October 2024