



2022

Modern Slavery Statement



SAMSUNG C & T CORPORATION



SAMSUNG C&T

Samsung C&T Corporation

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ABOUT THIS REPORT

Report Overview

Samsung C&T Corporation (ABN 49 160 079 470) has published the Modern Slavery Statement to disclose information on the corporate practices to mitigate modern slavery risks in the operations and supply chains in Australia and the results of such activities to stakeholders in a transparent manner.

Reporting Scope and Period

This Modern Slavery Statement for the period 1 January 2022 to 31 December 2022 has been prepared by Samsung C& T Corporation in consultation with the Board of Directors under the corporate ESG guidelines and governance.

Modern slavery can occur in every industry and sector and has severe consequences for victims. Modern slavery also distorts global markets, undercuts responsible business and can pose significant legal and reputational risks to entities. Samsung C& T Corporation has a responsibility to respect human rights in our operations and supply chains, as outlined in the United Nations Guiding Principles on Business and Human Rights.

The scope of this report includes the corporate action plans and risk management framework to assess and address modern slavery risks in our operations and supply chains in Australia. This highlights Samsung C&T Corporation's commitment to mitigate modern slavery risks.

Reporting Standards

This statement was made pursuant to the Commonwealth *Modern Slavery Act 2018* (the Act) which requires Samsung C&T Corporation in Australia as the reporting entity to report on the risks of modern slavery in the operations and supply chains, and actions to address those risks, and for related purposes.

In this statement, the terms "we", "us", "our" and "the company", are used where reference is made, in general, to the reporting entity.

About Samsung C&T

The current Samsung C&T began as Samsung Everland, established in 1963 with the intent of national land development. It has expanded to include resort, food & beverage, and landscaping businesses as a leading service provider in Korea. In December 2013, Samsung Everland acquired the fashion business of Cheil Industries, a textile company that has led Korea's fashion industry, after which the company changed its name to Cheil Industries and focused on establishing itself as a lifestyle company.

The former Samsung C&T, which originates from the "Samsung Sanghoe" established in 1938, was designated in 1975 as Korea's first general trading company to lead overseas sales operations. In December 1995, the company merged with Samsung Construction, and has since been actively engaged in global business through its offices in 46 countries.

The former Samsung C&T and Cheil Industries, which had been building their reputations as leading companies in their respective industries, merged in September 2015, enabling the company to grow into a global business partner and lifestyle innovator across the sectors of construction, trade, fashion, and resorts.

In construction sector, Samsung C&T Engineering & Construction Group specialises in engineering, procurement, and construction in the fields of building, civil infrastructure, plant, and housing.

In 2012, Samsung C&T Corporation ("**Samsung C&T**") was established in Australia as the branch of Samsung C&T Engineering and Construction Group from Republic of Korea, participating in major infrastructure construction projects in Australia.

Samsung C&T Australia's registered address and principal place of business is Level 2, 44 Market Street Sydney NSW 2000.

Core Values

The guiding principles for all management decisions to ensure a balance between stability and dynamic change

1 Safety

Our calling to create a safe and healthy world

- Our highest value in all our decisions and actions.
- The safety of our employees, partners and society begins and ends with us.

2 Integrity

Obligations of a global citizen to create a fair transparent society

- Abide by rules and laws, work according to principles and standards.
- Act with truth and honour to earn respect.

3 Trust

Foundation to thrive in a sustainable world

- Earn trust through commitment to social responsibility.
- Keep promise made to clients and society.

4 Authenticity

Passionate Sincere drive for excellence

- Overcome limit with urgent drive and actively achieve goals.
- Resolve issues together through open communication.

5 Challenge

Determination to achieve new growth in face of change

- Embrace change without fear of the challenge.
- "Proactive" not reactive

Our Commitment

Samsung C&T understands that modern slavery can take many forms and is committed to increasing awareness within its workforce of exploitative practices including human trafficking, forced labour, servitude, deceptive recruiting and child labour. We do not tolerate modern slavery and will not knowingly engage in modern slavery with any consultants, suppliers or contractors.

Samsung C&T has been committed to mitigating the risk of modern slavery occurring within its business, having a robust risk management framework and sustainable supply chain management in place to minimise the risk of human rights and modern slavery in its business operations and supply chains and business relationships.

Samsung C&T is committed to:

- addressing identified modern slavery instances when they occur; and
- seeking to prevent or mitigate any identified modern slavery instances/risks that are linked (directly or indirectly) to its business operations even where it has not knowingly or directly contributed to these.

As part our commitment to minimising the risk of modern slavery with this project we have continued to discuss details of the *Modern Slavery Act 2018*'s reporting requirements with the Board of Samsung C&T and our joint venture partners.

Further, we have undertaken a number of actions under the corporate ESG guidelines and governance to address these requirements and worked with the Board in developing this modern slavery statement.



Operations and Supply Chains

Operations

Samsung C&T Australia’s civil infrastructure business unit focuses on projects for roads, bridges, tunnels, railroads, ports, airports, and hydraulic dams in Australia. We are also expanding our scope of operations to include to provide consolidated energy solution including renewable energy and transmission line in Australian market.

During this reporting period this statement covers, Samsung C&T continued to form part of the Acciona, Samsung, Bouygues Joint Venture (“The contractor”), delivering the WestConnex M4-M5 Link Tunnels New South Wales in Australia.

WestConnex is one of Australia’s largest road infrastructure projects and, once complete, will connect Sydney’s west and southwest suburbs with the city centre, via a 33-kilometre traffic-light-free motorway.

WestConnex also links Greater Sydney to major international gateways at Sydney Airport and Port Botany, and the future Western Harbour Tunnel, Beaches Link and M6 Motorway.

Samsung C&T is currently working in collaboration with governments, business partners and suppliers to design, construct and operate the WestConnex road network.

Project	Project Status
WCX1b (CPB Samsung John Holland Joint Venture ABN 12 858 428 316)	Opening Completion in July 2019
WCX2 (CPB Dragados Samsung Joint Venture ABN 42 484 012 873)	Opening Completion in July 2020 and under Defect Correction Period
WCX3a (ASBJV ABN 46 422 742 617)	Opening Completion in January 2023 and under Defects Correction Period

Supply Chains

This Joint Venture has local procurement personnel on the project who are in charge of procurement operations, category management, subcontractor relationships and strategic sourcing. This procurement and commercial team report into the Joint Venture project leadership.

We are also associated with engaging suppliers and contractors as part of our joint venture projects.

Through collaboration with contractors and sub-contractors, projects are developed in line with applicable government technical, sustainability and social procurement requirements.

There are 33 Samsung C&T employees who are employed in various roles across the project.

Our people are involved in a broad range of activities ranging from engineering, procurement and construction for the projects and head office functions such as Finance & Operation, Human Resources, Business Development, Renewables Development, Operational Management, Control, M&E and Corporate Affairs.

All of Samsung C&T direct employees are full-time and employed in Australia, and are covered by industrial instruments including modern awards, Enterprise Agreements, and individual employment contracts. Each of these mechanisms meets or exceeds the minimum entitlements prescribed under the National Employment Standards. The standards set out the 10 minimum employment entitlements that must be provided to all Australian employees.

The contractor engages with various local and overseas suppliers who at times obtain commodities from European and Asian countries.

In addition to the Joint Venture, Samsung C&T Corporation is supplied with a range of goods and services to support its branch office operations. These include:

- Cleaning
- Marketing suppliers
- IT consulting
- Payroll
- Catering

Suppliers, of these services and products, are generally located overseas although cleaning, IT consulting and catering are located in Australia.

Modern Slavery Risks

Samsung C&T continued to be committed to identifying any possible modern slavery risks in its business operations and supply chains. We acknowledge that in the industry sector and the supply chains we operate in, certain aspects of business operations and supply chains may have a higher risk of modern slavery practices. During this reporting period, a review was undertaken regarding Samsung C&T's modern slavery risks. The review did not identify any modern slavery risks.

Risk Assessment

<p>Operations</p>	<p>We have reviewed our business operations and have assessed our employees as being low risk to modern slavery as our policies and practices in place mitigate these risks.</p> <p>As part of our Joint Venture partnership with the contractor where we are focused on zero harm, as evidenced by the weekly safety walks on-site performed by the contractor's senior management team. For example, a number of innovative practices and technologies were utilised on the project during the reporting period, including the Blaxtair Detection Proximity System and a Virtual Superintendent Safety Initiative using geospatial technology to monitor traffic and weather hazards for WestConnex M4-M5 project. We have also put in place various policies and processes for our risk management framework to help mitigate potential modern slavery risks relating to our broader operations.</p>
<p>Supply chain</p>	<p>We have continuously reviewed our suppliers during the reporting period and have assessed local suppliers to be at low risk to modern slavery as evidenced by our supply chain modern slavery risk assessment. Further, we have a number of ongoing procedures in place to monitor, assess and mitigate modern slavery risk with our suppliers through the following:</p> <ul style="list-style-type: none"> ▪ risk assessment reports implemented by the partnership group ▪ periodic assessment of suppliers (such as desktop reviews or unannounced audits) ▪ monitoring and responding to grievance reports ▪ staying up to date with relevant news, regulatory changes, or industry reports ▪ communicating regularly with suppliers prior to engagements ▪ Samsung C&T modern slavery questionnaire is provided to our suppliers

Risk Indicators

To identify areas of inherent and potential risk within our operations and supply chains, we considered the adjacent risk indicators for the potential occurrence of modern slavery.

<p>Tendering project</p>	<p>Samsung C&T, along with "The Contractor", have continue to focus on addressing and actioning any modern slavery risks within business operations and supply chains.</p> <p>As part of tender evaluations, The Contractor's procurement Lead performs a risk assessment of suppliers to identify any modern slavery risks by applying the following rating scale:</p> <ul style="list-style-type: none"> ▪ High (goods are being manufactured in known area for slavery) ▪ Medium (goods are being manufactured in country known for slavery but not in known area) ▪ Low (goods are being manufactured overseas but not in a country known for slavery) ▪ Nil (supplier can account for the full supply chain and confirm there is no risk of slavery)
<p>Major project construction materials</p>	<p>We have ensured that modern slavery is addressed in our materials via the following:</p> <ul style="list-style-type: none"> ▪ making reference to our Modern Slavery policy ▪ highlighting the risk of modern slavery with all contractors and suppliers ▪ use of a Modern Slavery questionnaire for new suppliers <p>During the reporting period, the Contractor has undertaken risk mapping of the Contractor's supply chain regarding modern slavery. Details of the contractors/consultants engaged, the type of service performed, and the countries outside of Australia that goods are supplied are provided at Annexure A to this statement.</p>

Further, specific checks were completed by the Contractor on “risk country” supply and requesting either a modern slavery procedure, policy and/or statement from the Contractor’s main suppliers. In addition, the Contractor has addressed modern slavery risks with its supplier contracts. Specifically, the Major Works Subcontract contains the following clauses with regard to modern slavery:

- commitments
- prohibition of Modern Slavery
- compliance statements
- disclosure and Audit
- rectification
- consequences of breach

In addition to the above measures, during this reporting period, the key actions Samsung C&T has undertaken to mitigate modern slavery risks has included the following:

1	reviewed existing and identify new policies, procedures and practices to better address modern slavery risks
2	Implemented a Modern Slavery policy to ensure that: we are compliant with local, national and other applicable laws and regulations in the areas in which it operates; and we act to prevent, mitigate and where appropriate, remedy modern slavery in our operations and supply chains
3	roll out training for our targeted key groups including for all our staff
4	communicated with all contractors and suppliers
5	modern slavery section included in the Samsung C&T employee handbook
6	developed a Modern Slavery questionnaire for new suppliers
7	having “Awareness Days” for Samsung C&T employees including awareness for Modern Slavery
8	conduct annual review for existing suppliers

Efforts to protect human rights

Samsung C&T agrees that forced labour and child labour represent serious human rights violations that cannot be permitted under any circumstance.

Samsung C&T is also participating in various efforts by the international community to eradicate such practices. Samsung C&T strictly forbids the use of forced labour and child labour in all business sites and partner companies. In order to prevent violations of human rights caused by faulty work contracts, the company’s policy requires all business sites to prepare work contracts in the native language so that local workers can accurately understand the full content of the work contract.

The human rights risk evaluation process conducted by Samsung C&T for partner companies also includes items on forced labour and child labour.

During the reporting period Samsung C&T progressed multiple initiatives designed to enhance our understanding of—and responses to—modern slavery risks. To continuously improve our actions to address modern slavery risks, we draw on internal and external human rights expertise to review our modern slavery statement drafts and the actions that support these statements.

Actions Taken To Assess and Address Modern Slavery Risks

Samsung C&T has embraced Samsung C&T's global management approach with raising the level of human rights management and implemented a fully functioning risk management framework to further identify, mitigate and eliminate any modern slavery risks within its business operations and supply chains. Samsung C&T continues to leverage its governance, compliance and management frameworks to ensure we apply consistent and integrated approach to assess and address modern slavery risks.

This year's statement details our work in refining and enhancing our management approach and corporate human rights policy. This included the implementation of the human rights inspection, checklist for human rights at business sites and partners, expanding on our training across our business, leveraging human rights experts and collaborating with our suppliers and partners to raise awareness.

Management Approach

Samsung C&T respects human rights as the universal value for humankind and has a human rights management system in place to protect the dignity and values of all stakeholders, including its employees, by strictly complying with regulations and laws of each country where its business sites are located. Samsung C&T also respects the freedom of association for all workers, and assures the three labor rights protected under the Constitution. Going forward, Samsung C&T will identify and manage possible risks to human rights in advance, and continue its efforts dedicated to protecting the human rights of all stakeholders.

Human Rights Management Policy

Samsung C&T not only strictly follows the laws and regulations related to labor and human rights, but has also selected the "respect for basic rights and spread the corporate culture of mutual cooperation" as one of its key areas that are crucial for the successful establishment of the ESG management system, and built an ESG inspection system for its business sites and partners. The ESG inspection system also involves inspection and assessment of human rights risks, and ensures fulfillment of the responsibility to respect human rights according to the UN Guiding Principles on Business and Human Rights, the OECD

Guidelines for Multinational Enterprises, and ILO's international labor standards. Furthermore, Samsung C&T conducts an "ESG inspection," which includes human rights and environmental risk assessments of its partners, as well as reflecting the human rights standards in the selection process for new partners.

Human Rights Risk Inspection

Human right inspection system at business sites

Samsung C&T identifies labor and human rights issues and vulnerable areas within each business sites through ESG inspection, and enforces measures to make improvements at business sites where issues are found. The site inspection is carried out at the business establishments subject to intensive supervision after documentary inspection, and checklists are distributed at the site for self-inspection. Through both inspections, we make sure there are no human rights risk at business sites. If necessary, third-party experts pay a visit to ensure expertise and objectivity in the inspection results.

Human right inspection system for partners

All groups of Samsung C&T conduct ESG inspection for its partners and diagnose human right risks to protect not only its own business sites but also all of its stakeholders throughout its supply chain at home and abroad. Evaluation items include labor, human rights, safety, environment, and compliance.

Human rights inspection process

1	Risk assessment - Issue identification, discovery of areas that require an improvement
2	Implementation of improvement activities - Establishment and implementation of improvement plans for each business sites and partner
3	Implementation of improvement activities and status monitoring - Improvement progress monitoring
4	External communication - Communication of major annual activities through sustainability reports, etc.

Eradication of forced labor and child labor

Samsung C&T strictly forbids the use of forced labor and child labor in all business sites and partners. When hiring local employees at an overseas business sites, contracts are written in the language of the country where the business establishment is located, and the human rights risk evaluation for partners takes into account forced labor and child labor. Furthermore, on-site self-inspections are conducted on a regular basis to ensure compliance with labor laws, including laws on child labor and forced labor, and the head office also endeavors to provide labor support at all times.

Checklist for Human Rights

Checklist for human rights at business sites

Checklist	Main evaluation checklist
Voluntary work	Draft labor contracts, no forced labor, no keeping of ID card, etc.
Child labor	Strictly inspect the legal age when hiring
Legal working hours	Observe overtime working hours, weekly holidays, etc.
Wages and welfare benefits	Observe the minimum wage and other wage-related matters specified in the labor contract, etc.
Humane treatment	Protect maternity by means such as assuring maternity leave, run a sexual harassment and violence monitoring channel, guarantee severance pay, establish whistleblower policy, and inform/educate the employee how to approach.
Anti-discrimination	Prohibit discrimination in the recruitment/ /promotion/training, prohibit discrimination based on gender/religion/race/ form of employment, etc.
Freedom of association	Guarantee the freedom of association, eradicate any disadvantages for trade union activists, etc.
Education and training	Ensure educational opportunities are available, maintain the ratio of welfare benefits, the ratio of long-term employees, etc.
Others	Guarantee rest during hot weather, ensure monitoring of human rights issues in the region, etc.

Checklist for labor/human rights for partners

Checklist	Main evaluation checklist
Training	Training on the field of labor and human rights
Employment contract	Preparation, distribution, and storage of individual labor contracts
Working hours	Payment of extra allowance for overtime work, implementation of the weekly holiday scheme, payment of additional allowance, etc.
Discrimination	No discrimination in the promotion or educational opportunities based on the form of employment, nationality, etc.
Child labor	Prohibited employment of workers under the age of 18 and compliance with legal requirements for employment
Forced labor	Rules on the prohibition of forced labor
Foreign worker	Legality of employment of foreign workers at construction sites and assigned jobs also in compliance with the immigration requirement.

Inspection of human rights protection in business sites Samsung C&T uses checklists based on international regulations to inspect the ESG criteria for business sites in each group. Through this process, the company identifies labour and human rights issues and areas of vulnerability, and business sites where such issues and vulnerabilities are found and formulates plans for improvement. Execution of such improvement measures are regularly monitored

to ensure that they are properly implemented and that actual improvements are made.

The inspection is basically done through document reviews to allow coverage of as many sites as possible, although on-site visits are also made for critical management sites. In particular, external labor and human rights experts participate in the on-site inspections in order to ensure objectivity and professionalism. Various methods including document review, on-site inspection, and interviews are used to hear the voices of stakeholders and identify practical human rights issues.

Samsung C&T develops and applies an improvement process for any shortcomings found in the human rights inspection to all of our business sites and partners with identified risks to improve the degree of human rights. In addition, after the application of the improvement process, the company enforces monitoring activities to make sure improvements are made through associated actions and discloses shortcomings and matters to be improved in a transparent manner to facilitate the improvement in the actual human rights at its business establishments.

Our management approach, human rights policy and human rights risk inspection enhance our ability to address, assess and prevent the risk of modern slavery. This risk management framework for human rights also provide assurance to eradicate potential modern slavery risks in our operations and supply chains through the cycle of cohesive implications, the performance assessment, and our continual improvements. In addressing and acknowledging modern slavery risks, Samsung C&T also implemented the following governance frameworks in place which govern our operations and supply chains.

Policies and Procedures

The policies and procedures for managing modern slavery risk are managed and implemented by Samsung C&T. These policies and procedures, including how they support our actions to address modern slavery risks, include:

Policy foundation
Modern Slavery Policy
Employee Code of Conduct
Prevention of Discrimination, Bullying and Harassment Policy
Whistleblower Policy
Global Health & Safety Policy
Industrial Relations Policy
Sustainability Policy
Supplier Code of Conduct
Privacy Policy
Human Rights Management Policy

Supplier Code of Conduct

Samsung C&T expects a high level of operating standards for suppliers. Accordingly, to reinforce compliance management, the basis of shared growth between suppliers and Samsung C&T, we established the supplier code of conduct (hereinafter referred to as the “code”). Also, our suppliers must thoroughly comply with Australian laws and regulations, secure a safe working environment, implement a management system to ensure that workers are respected, and run their business ethically.

1	Human rights and labor	Suppliers must protect the human rights of their workers and guarantee their dignity at the global level. It applies to all types of workers, e.g. temporary workers, migrant workers, interns and temporary agency workers. Legal work and protection of rights must be guaranteed for workers in accordance with local laws and regulations.
2	Health, safety, and environment	Suppliers must be aware that it is mandatory to guarantee workers' safety and health in all activities of the company, including production of products/services. Supplier must make efforts to implement a safe and healthy workplace and maintain it in accordance with local laws and regulations.
3	Ethical management	In managing business operations, suppliers' management activities must comply with all local laws and regulations, and Samsung C&T requires that suppliers should maintain a high level of ethical standards.

This code presents what Samsung C&T requires of suppliers. This code applies to all types of organisations that design, sell, manufacture or provide our products and services.

This code is based on global standards and guidelines. Also, it may be revised if Samsung C&T's supplier management policy and standards are changed. If this code conflicts with the local laws and regulations, stricter standards will be applied first.

Education and Training

Samsung C&T offers various training courses on this subject to all of its business groups in order to prevent inequalities concerning employment, dismissal, promotion, pay grade, education and training opportunities, and so on based on sex, race, age, disability, religion, and social status, and to raise awareness of employees regarding this matter.

Our operation of an educational program to raise employee and partners awareness also includes the modern slavery training. The modern slavery training allows our employees and partners to recognise the importance of mitigating any forms of modern slavery risks and to understand how modern slavery may occur in our operations and supply chains. We have included modern slavery awareness training within its induction process.

Education	Training content
Mandatory education	Prevention of sexual harassment, prevention of workplace bullying, improvement of perception towards persons with disabilities.
Diversity & inclusion	Diversity & inclusion - Including training for new employees, Global Leadership Course, Global Appreciation Course, etc.
Modern slavery risk	Modern Slavery which educates employees on: <ul style="list-style-type: none"> ▪ stories from survivors of modern slavery ▪ key risks surrounding modern slavery ▪ key policies governing our approach to these risks ▪ Internal grievance channel in addition to our whistleblower service
Compliance Training	Deals with various topics of potential compliance risks including lesson learned, CEO message, Quiz, monthly awareness newsletter.



Measuring Effectiveness

During the reporting period, we have undertaken a number of actions to identify, and mitigate any modern slavery risks that may be present in our operations and/or our supply chain. We have continued to evolve our processes to measure and assess the effectiveness of our actions to address modern slavery which are outlined as follows:

Workstream	Controls or action effectiveness
Policies and guidelines related to human rights	<p>We have reviewed and updated the following policy documents to ensure these policies include modern slavery is recognised and addressed with our people:</p> <ul style="list-style-type: none"> ▪ Samsung C&T Code of Conduct ▪ Prevention of Discrimination, Bullying and Harassment Policy ▪ Whistleblower Policy
Risk assessment and improvement	<p>We have continued to undertake the following actions to mitigate modern slavery risks:</p> <ul style="list-style-type: none"> ▪ reviewed existing and identify new policies, procedures and practices to better address modern slavery risks ▪ updated our Modern Slavery policy ▪ conducted training for all new staff and relevant policies to comply ▪ communicated with all contractors and suppliers ▪ include a Modern Slavery section in our employee handbook ▪ continued using a Modern Slavery questionnaire for new suppliers and reviewing, monitoring for existing suppliers ▪ include Modern Slavery awareness training within our induction process and reviewing, monitoring for existing suppliers
Risk register tracking	<p>We have continued to undertake risk mapping of our supply chain regarding modern slavery to include:</p> <ul style="list-style-type: none"> ▪ details of the external parties engaged ▪ the type of service performed ▪ the countries outside of Australia that goods are supplied <p>We have continued to address modern slavery risks with our supplier contracts by ensuring all our contracts contain the following clauses with regard to modern slavery:</p> <ul style="list-style-type: none"> ▪ commitments ▪ prohibition of Modern Slavery ▪ compliance statements ▪ disclosure and Audit ▪ rectification ▪ consequences of breach
External benchmarks	<p>Our policies have been benchmarked against our joint venture partners to ensure we effectively focus on modern slavery risks and through external professional consultant.</p>
Sustainable Procurement	<p>We continue to be committed to our human rights, the equitable and fair treatment of our people and the environment to ensure sustainable development within each country in which we operate by partnering with the joint venture partners.</p>
Internal risk management framework	<p>We have adopted our international risk management framework to ensure we continue to have the correct systems and processes in place to identify, mitigate and prevent modern slavery practices in our business and through the engagement of our suppliers.</p>
Mandatory on-site audits	<p>We are required to perform mandatory on-site audits. Mandatory compliance items including a ban on child labour, guarantee a minimum wage, adherence to hours regulations and a ban on inhumane treatment in accordance with industrial instruments including modern awards, Enterprise Agreements and individual contracts.</p>
Completion of Supplier and Business Partners survey and questionnaires	<p>We have sought and received feedback from our suppliers to ensure that the measure we have in place, and individual employment contracts to address Modern Slavery risks are effective and to ensure our suppliers better understand their requirements regarding Modern Slavery via our Modern Slavery Questionnaire and audit process.</p>
Grievance mechanisms	<p>We have appointed a Whistleblower Protection Officer to receive and manage disclosures under the Whistleblower Policy. Employees can raise any concerns to the Whistleblower Protection Officer on a confidential basis. Further, we are committed to provide compulsory training to promote the operation of grievance hearing channel in the business site.</p>

We plan to assess the effectiveness of the above measures during the next reporting period and will continue to update and develop policies to identify and mitigate any modern slavery risks.

Ethical Framework

In addressing and acknowledging modern slavery risks, Samsung C&T have the following ethical frameworks in place which govern our operations.

Global Core Values

As a member of the global Samsung group, our core values are as follows:

- People
- Excellence
- Change
- Integrity
- Co-prosperity

These core values, in conjunction with a rigorous code of conduct, are the cornerstone for the business decisions that we make.

Global Code of Conduct

The Samsung's group code of conduct sets clear expectations with respect to human rights.

These policy guidelines are supported by processes for the management of complaints and grievances including:

- Whistle-blower hotline;
- Pursuit of co-prosperity (where community, employees, country and humanity can prosper together); and
- Fair competition (complying with the laws and ethical standards of the countries and communities).

Samsung discloses its Global Code of Conduct ('Samsung Business Principles') to suppliers, customers, and other external stakeholders as well as to our employees through our ethics management website and provides a channel to report on any violation of ethical standards.

Consultation

During the reporting period, Samsung C&T consulted with Samsung C&T Engineering and Construction in Korea. We discussed details of the *Modern Slavery Act 2018*'s reporting requirements and provided information regarding the actions we intend to take to address these requirements.


This statement was prepared in consultation with our Board of Directors to support the delivery of our commitment to eliminate Modern Slavery risks from our entire operation and supply chains.

Principal Governing Body Approval

This Modern Slavery Statement 2022 was approved by the Board of Samsung C&T Corporation Branch in their capacity as principal governing body of Samsung C&T Corporation Branch for the purposes of the Commonwealth *Modern Slavery Act 2018* on 30 June 2023.

Signature of Responsible Member

This Modern Slavery Statement 2022 for Samsung C&T Corporation was approved and signed by Mr. Daehyung Kim in his role as the Branch Manager of Samsung C&T Corporation Branch on behalf of the Board on 30 June 2023.



Daehyung Kim
Branch Manager of
Samsung C&T Corporation Branch

30 June 2023

Annexure A

During the reporting period, the Contractor has undertaken risk mapping of the Contractor's supply chain regarding modern slavery. As a result, the contractor has identified the contractors/consultants engaged, the type of service performed, and the countries outside of Australia that goods are supplied as outlined in the following table:

2022		
Supplier	Commodity	Country of Origin
CERATEC	Arch.Panels + Support steel frame	China
Witt & Sohn	Jet Fans	Germany
Prysmian	Cables	Germany / China
Clarage	Axian Fans	USA
IAC	Attenuators	China
Techlight	Lighting	Italy
ABB	VSDs	Finland
CNG	Public Address System	Germany
Promat	Fire boards protection	China
Siemens	HV Switchboards	China
Siemens	Dry Type Transformers	China
Siemens	Bus ducts	Vietnam
Eaton	UPS	Finland
EM SEAL	Foam and Aluminium products	Canada
Traffic Tech NZ	Moveable Median Strips	New Zealand

Annexure B

Mandatory Reporting Criterion	Reference in this statement
Identify the reporting entity	About This Report Our Commitment
Describe the reporting entity's structure, operations and supply chains	About Samsung C&T Operations and Supply Chains
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls	Modern Slavery Risks
Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes	Actions Taken To Assess and Address Modern Slavery Risks
Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks	Measuring Effectiveness
Describe the process of consultation with: (i) any entities that the reporting entity owns or controls; and (ii) in the case of a reporting entity covered by a joint statement, the entity giving the statement	Consultation Approval
Include any other information that the reporting entity, or the entity giving the statement, considers relevant	Ethical Framework



SAMSUNG C&T

OUR IMPACT

By working together to create harmony, we are ensuring a brighter future for the world and everyone in it.

Samsung C&T's Engineering & Construction Group is committed to fulfilling all its environmental and social responsibilities and to executing projects with the client's best interests in mind. We will continue to leverage our growing resources, expertise, and experience to make the world a better and more abundant place and help the human race reach new heights.

