

Calibre Group Pty Ltd Modern Slavery Statement

2020-2021 Financial Year

6 December 2021

Introduction

Calibre Group Pty Ltd (“**the Group**”) is an Australasian provider of technical and professional engineering services and construction services, currently operating in Australia and New Zealand. With \$500 million in combined revenue and more than 1800 employees and staff, the Group provides a full spectrum of engineering and construction services including technical advisory, engineering design, full engineering project management and construction project management, for Technology & Renewables; Mining & Minerals; Transportation; Urban Development; Utilities; and Water & Wastewater sectors. We deliver these outcomes through our business lines – Calibre Australia; Diona, Sevengen and Calibre NZ.

Modern slavery, which includes human trafficking; slavery; servitude; forced marriage; forced labour; debt bondage; deceptive recruiting for labour or services; and the worst forms of child labour; is an emerging global issue that businesses need to be aware of and prepared to address. The Group expects that our employees, clients, joint venture partners and suppliers reject modern slavery.

As an organisation that operates with geographically dispersed customers, partners, and suppliers, we recognise that the risk of modern slavery may vary across our business operations and is a real risk in our supply chains where goods are procured from parties located in other countries where modern slavery practices are commonplace. The Group’s supply chains include the manufacture and transportation of the products it uses in its construction related activities.

This Statement, which has been prepared in accordance with the Section 14 and Section 16 requirements of the *Modern Slavery Act 2018* (Cth), describes the steps taken by the Group to ensure that slavery and human trafficking are not taking place in any part of our business or in any of our supply chains. The Statement has been prepared in consultation with the Group businesses, which includes the following operating subsidiaries:

- Calibre Group Pty Ltd (reporting entity)
- Calibre Professional Services Pty Ltd
- Calibre Professional Services One Pty Ltd
- Diona Pty Ltd
- Sevengen Pty Ltd
- Calibre Consulting Ltd (NZ)

Our Commitment

The Group operates with a deep commitment to safety, ethics, and integrity; with people at the heart of our business. This is reflected in the Calibre Group Business Conduct Manual.

The Group’s values are:



We do what
we say

We succeed
together

We go above
and beyond

We care for people’s
well-being

Statement Against Human Trafficking and Slavery

The Group continues to be committed to corporate social responsibility and has zero tolerance for modern slavery. To support this commitment, the Group requires its business partners, suppliers and other stakeholders to:

1. Support and respect human rights, and avoid any involvement in human rights abuses;
2. Comply with applicable laws relating to modern slavery; and
3. Ensure that the confidentiality of supplier and employee whistleblowers is maintained and that they are protected against retaliation.

The Group has taken and will continue to take a variety of actions to verify the absence of forced labour, slavery and human trafficking in our supply chain, including the following:

Due Diligence

The Group recognises that its supply chains, particularly around the procurement of goods, present a real risk relating to modern slavery.

The Group has updated its supplier pre-qualification process to include specific questions relating to modern slavery. This sets out the minimum requirements for our suppliers to comply with relevant local and national laws and regulations relating to modern slavery.

Contracts

The Group standard supply chain contracts include a provision for the supplier to warrant that it has not, and will not, engage in any activity, practice, or conduct which would constitute modern slavery.

In 2020-2021, the Group expanded the use of zero-tolerance to modern slavery clauses into client contracts and sub-contracting agreements.

Training

Training in relation to modern slavery is delivered to all Group personnel, which educates personnel on what modern slavery is, who is affected and how to recognise the signs, how it relates to the Calibre Diona business and how it can exist in a supply chain. Calibre Diona personnel are encouraged to report all modern slavery if they suspect it.

Reporting

To support our work in this area, the Group also provides an independent and confidential whistleblower hotline. This third-party service is provided by Stopleveline. Anyone can submit a report anonymously as follows:

In Australia please call 1300 30 45 50
In New Zealand or in other international locations please call +61 3 9811 3275.
Email: calibrediona@stopline.com.au

Please visit www.CalibreDiona.stoplinereport.com for more information.

All reports under this policy will be treated seriously and will be investigated appropriately.

Auditing

The Group proposes to undertake regular auditing to ensure that the above measures are being undertaken across each business unit, and to assess and address any modern slavery risks arising from the due diligence processes. Suppliers may also be required to demonstrate conformance to modern slavery requirements, as required.

COVID-19

During the COVID-19 pandemic, the Group's priority was to keep our staff and communities safe and healthy. Despite the global disruption to business operations and supply chains, modern slavery and human trafficking risks remained. We continued our commitment to our zero tolerance of modern slavery.

Approvals

This Statement is approved by the Calibre Group board of directors on 6 December 2021.

Signed by David O'Connor, Chair of the Calibre Group board of directors.

A handwritten signature in blue ink, appearing to read 'D O'Connor', is positioned above a horizontal line.

David O'Connor

Chair