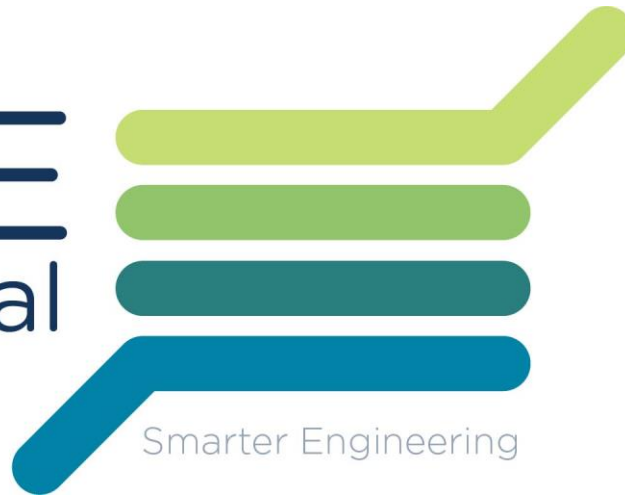


RJE
Global



Smarter Engineering

MODERN SLAVERY STATEMENT

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This statement was approved by Robin Johnson as the Managing Director of RJE Global and Dean Cook as the Director of RJE Global on 31st March 2023.

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Commonwealth Modern Slavery Annual Statement- FY 2021

1 INTRODUCTION

This Modern Slavery Statement (“**Statement**”) is made by RJE for the year ended 30 June 2022 (“**FY2022**”). RJE is a reporting entity under the Modern Slavery Act 2018 (Cth) (“**Modern Slavery Act**”).

RJE are committed to adhering to the requirements of the Modern Slavery Act and protecting human rights to the extent it is possible for us to do so. RJE do not tolerate any instance of modern slavery within our operations and supply chain, including but not limited to: human trafficking, forced labour or bonded labour, forced or early marriage or slavery. Whilst RJE have not identified any instances of modern slavery in our operations or supply chains, this report details the modern slavery risks related to our business and the robust frameworks and processes we implement to ensure that this remains the case.

2 ABOUT RJE, OUR OPERATIONS AND SUPPLY CHAINS

RJE Global is an Australia-based international engineering and construction company. We have offices located in Adelaide and Brisbane. We also have an office in Singapore and Mongolia.

We employ more than 400 people across our domestic and international offices.

RJE provides multi-discipline engineering and construction services to complex projects across a diverse range of industries including mining and resources, energy and renewables and utilities and infrastructure. Across our diverse service offering we cover the full project lifecycle from engineering and design all the way through to construction, commissioning and ongoing maintenance.

As part of delivering our projects, RJE source products and services including materials, equipment, hospitality, transportation and labour from suppliers in Australia and sometimes overseas. Our preference is to use local suppliers and local resources wherever it is practical to do so. In FY2020 RJE spent more than \$74.6m purchasing products and services from suppliers. Approximately 93% of our procurement spend was within Australia. The largest category of our procurement spend is comprised of raw materials, electronics, parts and consumables, PPE and other safety supplies.

We endeavour to engage suppliers that assert similar values, ethics and sustainable business practices to RJE. RJE’s Code of Conduct (“**Code**”) is a set of rules and principals that defines what kind of behavior is expected from RJE, how we intend to conduct business on a daily basis and how we hold ourselves accountable. At RJE, all employees and subcontractors (including suppliers) are required to abide by the Code.

3 RISK IDENTIFICATION AND MITIGATION

The most prevalent form of modern slavery is forced or bonded labour. It affects millions of adults and children around the world and is heavily prevalent in Asia-Pacific regions that are predominately unregulated and have widespread areas of poverty and minimal education, such as China. The risk of poor labour conditions is also heightened in smaller businesses that are still developing their management capabilities and understanding of labour regulations.

Forced or bonded labour is therefore the form of modern slavery that presents the greatest risk to RJE’s business operations as the majority of our overseas supply comes from suppliers in China. We also understand that some of our local suppliers may source their goods from lower tier suppliers in China.

Acknowledging that modern slavery could easily become a part of our supply chain RJE have implemented a Subcontractor and Supplier Evaluation Form which requires all subcontractors and suppliers to detail how they take all appropriate steps to identify, investigate and eliminate modern slavery in their business and supply chains. The evaluation forms consider the subcontractor/supplier’s approach to human rights, due diligence and various certifications and accreditations to verify that their practices are in accordance with fair labour practices.

RJE require the Subcontractor and Supplier Evaluation Forms to be completed by each subcontractor/supplier as part of our subcontractor/supplier approval process. The content of the forms is then assessed and rated by RJE as part of our decision as to whether the subcontractor/supplier is approved by RJE. If RJE determine that the subcontractor/supplier engages in modern slavery or if we are not satisfied that the particular subcontractor/supplier has the appropriate practices in place to prevent the prevalence of modern slavery, then that subcontractor/supplier will not be approved for engagement by RJE.

If the subcontractor/supplier is approved by RJE, an audit schedule is put in place so that RJE can verify and monitor the longevity of the subcontractor/supplier's compliance with its planned systems and processes.

RJE have a list of approved subcontractors and suppliers that can be made available upon request. All ratings are recorded within RJE's internally built Integrated Management System (IMS) and followed up at times indicated on the audit schedule.

4 INCIDENT REPORTING AND REMEDIATION

In the event that RJE identify modern slavery within our supply chains we will follow the processes outlined in our Non Conformance Procedure (reference 0000-001-0004). This procedure details the steps to be taken by RJE if a hazard, incident or near miss event is identified within our business operations, workplaces or supply chains. The procedure includes an action guide for reporting hazards/incidents, a hazard/incident reporting form and roles and responsibilities of employees within RJE to address the hazard/incident and carry out any associated remediation.

During daily pre-start meetings and weekly toolbox sessions RJE's employees are reminded of the importance of identifying hazards/incidents within the workplace. As a means to encourage employees to report any hazards/incidents they identify, RJE have implemented a rewards program whereby the name of each employee that reports a hazard/incident will go into a ballot to win a prize at the end of each month.

To date, RJE have not been made aware of any grievances or whistleblowing issues relating to modern slavery in our business or supply chains. However, our incident reporting channels will continue to be available to all employees and suppliers in the event that future modern slavery risks come to light.

5 CONSULTATION AND TRAINING

A review of RJE's modern slavery mitigation practices is on the agenda of the Senior Management Meetings that occur monthly. Discussions during this meeting address any incidents of modern slavery that have been identified within our business operations and supply chains, assess RJE's effectiveness in preventing modern slavery and suggest any improvements that can be made to ensure that RJE continue to assert industry best practice in this area.

As part of RJE's induction program our employees are educated by their supervisor or direct line manager on what modern slavery is, how it impacts RJE and the steps employees must take if they identify modern slavery within RJE's business operations or supply chain. Modern slavery is also a discussion topic at weekly production meetings and tool-box sessions and regular training and educational materials are distributed to all employees on site notice boards and via email. These consultation methods ensure that all employees remain astute in identifying and addressing future modern slavery risks within our business and supply chain and can leverage from each other's knowledge and experience.

RJE have also implemented modern slavery clauses in our subcontracts that impose minimum standards relating to ethical business practices, quality contract and WHSE requirements. This clause aligns with the requirements of the *Modern Slavery Act*.

6 EFFECTIVENESS

Whilst the existence of modern slavery has received heightened attention on a global level over the last few years there is not currently an international standard or unit of measurement for quantifying the human rights effect on a company. This makes it challenging for businesses like RJE to assess our effectiveness in addressing modern slavery risks.

At present RJE measure our effectiveness in addressing modern slavery by seeking feedback from and regularly consulting with our employees, management teams, our Board and suppliers. This is also a way for RJE to track the effectiveness of our Subcontractor and Supplier Evaluation Form and make any necessary changes. We also undertake monitoring of suppliers/subcontractors at progressive stages throughout the timeline of supply, followed by a further independent audit later to ensure that each supplier/subcontractors' actions are effective, sustainable and permanent.

In FY2022/23 RJE will seek to define quantitative key process indicators that can be used to assess the effectiveness of our actions towards modern slavery risk management and review processes. We will also endeavour to implement a modern slavery roadmap to outline our future strategic initiatives to keep abreast of this evolving human rights issue.

7 LOOKING FORWARD

RJE will at all times remain committed to operating its business lawfully and ethically and by only working with suppliers that are aligned to our values. We are aware that in order to ensure our operations and supply chains continue to be free from modern slavery it is imperative that we continue to rigorously implement our Subcontractor and Supplier Evaluation Form. We will also continue to raise awareness amongst our employees to ensure they uphold our stringent approach to due diligence checks with our supply chains.

RJE are mindful that there is always room for improvement and so we will continue to review and update our policies and procedures in accordance with legislative requirements and industry best practice and constantly evaluate the effectiveness of our modern slavery approach and processes. We will also provide updated training to our employees to ensure that modern slavery is a topic that is at the forefront of our minds and that our obligations under the Act are understood by all personnel across the business. This will enable everyone at RJE to play their part in the protection of human rights, because together we can make a difference.

8 APPROVAL

This report has been authorized and approved by the directors of RJE Global (Robin Johnson & Dean Cook) on 31 March 2023.



Robin Johnson
Managing Director
31/03/2023



Dean Cook
Director
31/03/2023

9 REFERENCE DOCUMENTS

0000-090-0014 – Master listing of suppliers and subcontractors

0000-001-0061 – Non Conformance Procedure