



BUILDING FOR LIFE

SLAVERY AND HUMAN TRAFFICKING STATEMENT

For the year ended 31 December 2024

June 2025



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This statement (**Statement**) is made on behalf of Bouygues Construction Australia Pty Ltd (ABN 37 144 013 801) of Level 9, 558 Pacific Highway, St Leonards, 2065 (**BYCA**) pursuant to section 13 of the *Modern Slavery Act 2018* (Cth) (**Act**).

BYCA takes its obligations in relation to the identification, prevention and reporting of modern slavery and human trafficking seriously. It is working hard to identify and reduce the risk of modern slavery and human trafficking in its supply chains or in any part of its business and aims to have a zero-tolerance approach to managing the risk of modern slavery. Its Modern Slavery Policy reflects its commitment to acting ethically and with integrity in all its business relationships. BYCA adheres to a worldwide group Code of Ethics personally supported by Martin Bouygues, Chairman of Bouygues SA and pursuant to this undertakes to comply with the strictest legal and moral standards in the conduct of its operations.

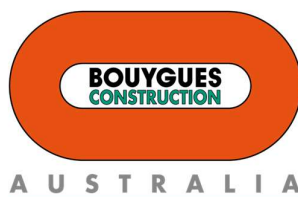
The Statement sets out what BYCA has done in the financial year ended 31 December 2024 to work towards ensuring that slavery and human trafficking is not taking place in any part of its businesses or supply chains.

BYCA is a private limited company that provides civil engineering and construction services in Australia to both public and private sector clients. It is incorporated in Australia and has its headquarters in St Leonards, Sydney. It has around 400 direct employees in Australia. BYCA is part of a group of companies worldwide which have Bouygues SA, a CAC 40 company listed on the Paris Euronext, as their ultimate parent. The Bouygues group has over 200,000 employees worldwide and operates in approximately 80 countries.

BYCA controls BYES Australia Pty Ltd (ABN 57 663 914 556) (**BYES**). BYES is currently dormant and does not have any operations. BYCA also controls various investment companies (BYCA CY Investor Pty Ltd (ACN 622 303 897), CY Holding 2 Pty Ltd (ABN 44 622 375 688) and Cross Yarra 2 Pty Ltd (ABN 24 622 569 135)) to hold its interest in the Cross Yarra Partnership (ABN 57 956 065 885) (the **CYP Group**). The CYP Group was established for the purposes of the Metro Tunnel (Tunnel and Stations PPP) as part of the Metro Tunnel Project in Melbourne, Victoria, and reports separately under the Act. Given the characteristics of BYES and the CYP Group as dormant and holding companies respectively, this statement relates only to the Modern Slavery risks and measures in BYCA's own operations.

As a leading engineering and construction contractor, BYCA has a complex supply chain model that both supports its projects and maintains its office and technology infrastructure. BYCA's supply chains relate mainly to the following activities:

- **Subcontracting** - the specialist contractors necessary to deliver certain construction and engineering operations on BYCA construction sites, including hiring specialist equipment.
- **Labour Hire** - the supply of labour for projects.



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- **Consultancy** - professional and consultancy services from professionals in various fields, including, without limitation, design and engineering (such as structural, civil and mechanical and electrical) geotechnical and tender services.
- **Supply of specialist equipment and materials** - the purchasing and transportation of the specialist equipment, products and materials it uses in its civil engineering, construction and solar projects. In this context, BYCA's supply chains include overseas suppliers in China, U.S.A. and Europe where products such as solar panels, trackers, axial fans, dampers, HV switchgear, tunnel boring machines, tunnel lighting and attenuators are made. These products are then imported into Australia and subsequently distributed to BYCA's sites.
- **Business services** - a wide range of products and services necessary to maintain normal day to day operations in its offices and at its sites to support its core business functions such as cleaning, catering and security.
- **Professional services** - professional services such as external training, audit services and advisory services in areas such as tax, regulation, insurance and law.
- **Real estate** - the leasing of office and residential space to accommodate staff and operate its business.
- **Technology** - the systems, software and equipment that are necessary to maintain the technology infrastructure that supports BYCA's core business.
- **Travel** - BYCA works with a number of travel and accommodation providers such as hotels and airlines.

BYCA's relationships with suppliers are not generally based on any ongoing engagement commitments and are typically short term and changeable.

In addition to supply relationships, as of 31st of December 2024 BYCA has business relationships with joint venture partners, including:

- Lendlease Melbourne Metro Pty Ltd (ACN 639 377 030) and John Holland Pty Ltd (ABN 11 004 282 268) in relation to the Melbourne Metro Tunnels and Stations PPP project where the JV is the D&C Contractor;
- Webuild S.p.A., (ARBN 83 159 573 896) and GS Engineering & Construction Australia Pty Ltd (ABN 32 147 919 328) in relation to the Suburban Rail Loop ('SRL') project where the JV is the D&C Contractor;
- John Holland Pty Ltd (ACN 004 282 268), Arcadis Australia Pacific Pty Ltd (ABN 76 104 485 289), Jacobs Group (Australia) Pty Ltd (ABN 37 001 024 095) and Ventia Australia Pty Ltd (ABN 11 093 114 553) in relation to the design, construction and maintenance of the North South Corridor - River Torrens to Darlington Project ('T2D');
- Rob Carr Pty Ltd (ABN 38 007 198 843) in relation to the Thornleigh Inlet Outlet Main and Metro Northwest Project where the JV is the D&C Contractor ('Sydney Water projects'); and
- Equans Solar & Storage Australia Pty Ltd (ACN 657 945 170), a related body corporate of BYCA, where the JV is the EPC Contractor in relation to the design and construction of the Culcairn Solar Farm in NSW and the Goorambat Solar Farms in VIC.

BYCA works closely with its joint venture partners to implement appropriate modern slavery risk processes and controls in the unincorporated joint ventures in which it is a participant. It

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should be noted that the SRL, T2D and Sydney Water projects listed above were awarded to BYCA near the end of the 2024 reporting period and therefore involved minimal works on ground during this period.

In relation to the above projects which were in delivery during the 2024 period, modern slavery measures are in place or are being put in place including the following:

- procurement processes including specific checks on suppliers from high risk countries, (including through BYCA's related procurement entity based in China, detailed further below) and requesting evidence of modern slavery procedures, policies and statements from suppliers;
- project specific contract clauses addressing modern slavery risks;
- training for personnel on the Project; and
- the ability to conduct third party inspections with the assistance of a third party auditor.

BYCA considers that it is unlikely that it would directly cause modern slavery practices but realises that it may inadvertently contribute to them. Risks have been identified in the following areas of BYCA's supply chain:

- Engaging labour hire companies for the execution of BYCA's projects. We are aware that labour hire companies have been highlighted as a high-risk area for potential exploitation of migrant workers. We note that this risk is reduced for BYCA, due to requirements in our standard subcontracts; and invitations to tender for subcontractors and suppliers to comply with state specific labour hire laws, and strict requirements for labour to have the relevant working rights, training and vocational licences; and
- Procuring tools, equipment and materials from overseas suppliers for BYCA's solar and civils business. Some of these companies manufacture in countries reported to have a high prevalence of modern slavery by international organisations or NGOs e.g. China; and
- Procuring staff uniforms and personal protective equipment (**PPE**) and electronics for employees. We are aware that textiles / clothing and electronics are high-risk sectors.

POLICIES IN RELATION TO MODERN SLAVERY AND HUMAN TRAFFICKING

BYCA has a number of policies and procedures which are relevant to preventing instances of modern slavery from occurring in its business or its supply chains, supported by a dedicated Australian based compliance team, as well as a Compliance Team at the group company in France, to whom breaches of any of the following policies can be notified. Relevant policies are made available to the supply chain during procurement. In particular, the following policies are directly relevant to the subject matter of this Statement:

- **Modern slavery policy** - this BYCA policy specifically addresses the subject matter of the Act recognising and preventing trafficked, forced, bonded and child labour.

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- **Human Rights Policy** - this new policy, formalised in 2024, consolidates the Bouygues Group's long-standing commitment to respecting human rights across all our entities and global operations. It sets a common core of principles, guiding the employees' actions wherever we operate.
- **Code of Ethics** - this Bouygues Group code requires employees, subcontractors and suppliers to comply with the principles of the United Nations Universal Declarations of Human Rights, the fundamental conventions of the International Labour Organisation, in particular, concerning forced child labour and the principles of the United Nations Global Compact. The Code of Ethics was updated in 2022 for continued alignment with current best practices.
- **CSR Charter for Suppliers and Subcontractors** - this charter sets out the standards the Bouygues Group expects from its supply chain in several areas, including compliance with labour standards.
- **Bouygues Construction Corporate Social Responsibility policy** - this Bouygues Group policy specifically discourages the use of child labour.
- **Whistleblowing Policy** - this BYCA policy encourages employees, subcontractors and suppliers to bring any bad practice they become aware of to the attention of an Eligible Recipient under Australian Whistleblowing legislation without fear of repercussions for doing so.
- **Health & Safety policy** - this policy sets out BYCA's commitment and approach to ensuring it provides a healthy, safe working environment for its own staff and contractors that work on-site.
- **Speak-Up policy** - this policy sets out the Bouygues Group's approach to preventing the occurrence of discrimination, harassment, bullying or victimisation in the workplace.
- **Delegations Authority and contract signing procedure** - these procedures set out BYCA's internal control and governance process for each project with regards to approving financial transactions and signing contracts with suppliers. This procedure ensures that contracts cannot be entered into without an appropriate level of review and authorisation by a suitably senior and qualified member of staff.

These policies are available where appropriate on the Bouygues Group website, on BYCA's SharePoint and internal management system, are emailed to employees and relevant policies are made available to the supply chain during procurement.

Further to the policies listed above, high risk subcontractors and suppliers proposed for a project are screened. This allows elimination of subcontractors and suppliers at procurement stage which do not adhere with BYCA's compliance framework. It also allows a risk profile to be allocated at the start of the business relationship which is reviewed periodically until the end of the relationship.

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DUE DILIGENCE PROCESSES

BYCA and its suppliers are expected to live up to and adhere to the principles set out in the Code of Ethics and CSR Charter which endeavour to reflect UN Guiding Principles 15 and 17 and demonstrate progress towards the standards set out in it.

BYCA's parent company, Bouygues Construction S.A, has a framework agreement with an external provider who can perform on-site CSR performance evaluation of BYCA's supply chain for high-risk items or high-risk countries. The scope of screening and evaluation BYCA or the external provider performs depends on the nature of the goods or services being procured, but can include compliance screening, financial checks, data security assessments, reference checks, obtaining copies of relevant supplier's policies and procedures and on-site inspections including interviews with a supplier's employees.

BYCA's standard form Subcontractor Pre-Contract Interview and Invitation to Tender includes questions about adherence with the Act and commitment to addressing modern slavery and human trafficking and requires any labour hire companies that BYCA engage to provide their licence pursuant to any applicable Labour Hire Licensing Scheme. Where considered appropriate, BYCA requests from its supply chain participant a copy of their Modern Slavery Statement or other documents detailing their commitment to compliance with the Act.

BYCA's procurement and delivery teams hold meetings with subcontractors, suppliers and consultants during which labour standards, health and safety, payment and performance issues are discussed. This allows BYCA to continuously monitor the performance of its supply chain and act promptly when their performance falls below the required standards. BYCA meeting with its supply chain is another way in which their performance is assessed and compliance with BYCA's corporate requirements such as the Charter, Modern Slavery and Health and Safety policies is reviewed.

Due to the large amount of procurement that is carried out of China, particularly for specialist equipment required for solar farms, BYCA capitalises on its logistics arm in China to carry out its procurement with this entity engaging a third party to carry out their own due diligence and CSR audits for all major suppliers transacted with. This includes periodic visits to factories, for example audits and inspections were recently undertaken on behalf of BYCA at factories in Shanghai, Tangshan and India.

RISK ASSESSMENT, MANAGEMENT AND REMEDIATION

The section above sets out the areas of BYCA's procurement activity where there could be a higher risk of slavery or human trafficking taking place. BYCA has in place the following measures to help manage this risk.

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BYCA has a procurement function for each major JV project that assesses and manages the procurement of high value and/or high-risk goods and services in accordance with BYCA's procurement practices and formal tendering procedures. This function is critical in strategically assessing the risk of Modern Slavery at the time of negotiating the key areas of procurement for a new project.

BYCA also employs a team of lawyers and has a compliance team to ensure compliance with its legal and ethical obligations. BYCA also has in place appropriate processes for reporting concerns within the business, including the whistleblowing procedure.

To ensure that all employees and subcontractors are aware of and can utilise the whistleblowing platform, including for risks related to modern slavery or human trafficking, BYCA launched a poster campaign across all its offices and sites in 2024, featuring a QR code that leads directly to the Bouygues Group whistleblowing platform.

BYCA's standard contract suite includes clauses requiring compliance with the Act and any applicable Labour Hire Licensing Scheme, which are included in all of its contracts with suppliers, subcontractors, consultants and service providers. These clauses permit BYCA to terminate for non-remediation of a breach of anti-slavery obligations by a supply chain member.

BYCA provides its employees with access to an employee assistance programme (provided by an independent third-party company) that can be used by its employees for free and confidential advice in relation to workplace concerns or issues.

TRAINING IN RELATION TO SLAVERY AND HUMAN TRAFFICKING

BYCA has provided slavery and human trafficking awareness training for key individuals in its business (executive leadership team and key figures from the procurement, finance and HR department).

New employees are made aware of Modern Slavery, where the key risk areas are and how they can play a part in assessing Modern Slavery Risk as part of BYCA's induction training.

EVALUATING EFFECTIVENESS OF ACTIONS TAKEN BY BYCA

BYCA recognises that some areas of its operations and supply chain are exposed to parts of the industry that could be considered high risk and is committed to continually improving processes to minimise these risks.

BYCA believes that its processes and controls in place are effective in minimising the risks of Modern Slavery in its supply chain and acknowledges that key focus is required prior to

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engaging with new major suppliers, specifically during the strategic procurement stages of new projects. This is a key focus of the procurement teams when a new project is awarded to BYCA.

BYCA encourages its subcontractors and suppliers to utilise and become EcoVadis certified within its supply chain. BYCA is committed to further developing its due diligence of its supply chain and management of modern slavery risks, working with its supply chain partners to foster best practice. BYCA remains committed to developing its policies and processes to ensure that any occasion of modern slavery or human trafficking is identified and resolved in the best interests of the victim. Any potential concerns about incidents of modern slavery on BYCA sites would be investigated and, where appropriate, reported.

BYCA is going to continue to assess the effectiveness of its modern slavery actions during the next reporting period by:

- Implementing due diligence processes on our JV projects;
- Implementing the Bouygues Group Human Rights policy;
- Implementing further ethics and compliance training and awareness at all levels of the company and on our JV projects, including in relation to modern slavery; and
- Gathering feedback from procurement, legal and HR teams to holistically consider trends in any anti-slavery cases reported including through grievance or whistleblowing reporting mechanisms.

CONCLUSION

This Statement has been approved by the Directors of Bouygues Construction Australia Pty Ltd.



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Chief Executive Officer, Bouygues Construction Australia Pty Ltd