

SUEZ WTS Australia

Modern Slavery

Statement for 2020

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About this Statement

SUEZ WTS opposes slavery in all its forms. This statement has been prepared to meet the requirements of the *Australian Modern Slavery Act 2018 (Cth)* and constitutes SUEZ WTS's Modern Slavery Statement for the calendar year ending 31 December 2020.

The statement outlines the actions of SUEZ WTS to identify, assess, and address the risks of modern slavery practices in our operations and supply chains.

This is our first statement issued under the Modern Slavery Act.

All references to a year are the calendar year ended 31 December 2020 unless otherwise stated.

All references to our, we, us, the Company, and SUEZ WTS refer to Degremont Process Company Pty Ltd (Australia) and its subsidiaries and branches, unless otherwise stated.

This statement was approved on 30 June 2021 by the Board of Directors of Degremont Process Company Pty Ltd (Australia) (being the highest entity in the SUEZ WTS Group in Australia and the indirect parent entity of the other reporting entities).



Martin Hooper

Director

Degremont Process Company Pty Ltd (Australia)

30 June 2021

Acknowledgement of Country

SUEZ acknowledges Aboriginal and Torres Strait Islander Peoples as the Traditional Custodians of this place we now call Australia. We recognize and respect their ongoing cultural and spiritual connection to the land and waters and their sustainable contribution to our natural capital's preservation. We pay respect to Elders, past, present and future.

1. OUR VISION

Modern slavery is a world-wide and growing issue, especially given the rapid rise in global migration. SUEZ WTS recognises the need to adopt a collaborative approach to tackle the complexity of slavery and human trafficking practices. An important part of our approach is our continuous respect for human rights.

SUEZ WTS is committed to operating responsibly and maintaining high ethical and social standards. We reject any activities which may cause or contribute to modern slavery, including forced or bonded labour, child labour, human trafficking, slavery, servitude, forced marriage, or deceptive recruiting for labour or services.

Our commitment to upholding human rights - including opposition to modern slavery - is an inherent part of the value of Respect, which is one of SUEZ WTS's four core values (Passion for the Environment, Customer First, Team Spirit and Respect). These values underpin the way we interact and work together with our colleagues, customers, clients, partners, and the wider community.

For all the reasons above, we are committed to taking actions to reduce the risk of modern slavery in our business and supply chain.

2. ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

SUEZ WTS operates at sites across Australia and internationally providing water and wastewater technologies and services. Our business headquarters is in Rhodes, New South Wales and we employ over 90 people within Australia. SUEZ WTS work with thousands of suppliers due to the number of industries and applications served by our advanced products and services. It is within our supply chain that we find the highest risk of modern slavery and are working to continuously develop and reinforce our sourcing processes to mitigate and manage these risks.

3. RELEVANT POLICIES AND PROCEDURES

SUEZ WTS employees are expected to practice the highest ethical standards at all times, and to operate in compliance with all policies and laws that apply to SUEZ WTS.

SUEZ WTS has in place a number of policies which assist in protecting the human rights of our employees and within our suppliers' operations. These policies and procedures include:

SUEZ WTS has implemented the following policies and procedures in order to prevent modern slavery:

- Whistleblowing Policy – SUEZ WTS uses an independently provided whistleblowing hotline, which provides an easy and confidential means for concerns to be raised. We investigate every whistleblowing case and seek to achieve a resolution as soon as practicable.
- Employee Assistance Program – provides an external and confidential support service over the phone and online through which advice and information are imparted to employees across a wide range of topics. This service also includes face-to-face counselling.
- Ethics and Compliance Portal – provides employees and third parties with the ability to report a concern or make a disclosure about a workplace issue or suspected wrongdoing confidentially or anonymously. Every report is investigated independently in order to resolve the case as soon as practicable
- SUEZ WTS Onboarding Compliance Policy - sets forth the onboarding and due diligence requirements for suppliers in order to identify and address risks within our supply chain in relation to human rights abuses and human trafficking, as well as other key compliance areas.

4. IDENTIFICATION OF RISK AND STEPS TAKEN TO PREVENT AND MANAGE RISK

SUEZ WTS has risk assessed all suppliers in an effort to proactively identify and mitigate potential risks associated with modern slavery and human trafficking. SUEZ WTS has implemented an onboarding policy which specifies a number of risk mitigation measures, including due diligence, media checks, and other measures for the prevention of modern slavery. SUEZ WTS also has a number of Sourcing policies which work together to address risks associated with suppliers.

5. OUR STRUCTURE AND OPERATIONS

SUEZ WTS Australia is comprised of five business units and three international branches:

- Degremont Process Company Pty Ltd (Australia)
- SUEZ Water Tech & Solutions Pty Ltd (Australia)
 - New Zealand Branch
- Process Group International (Australia)

- Abu Dhabi Branch
- India Branch
- Process Holdings Pty Ltd (Australia)
- Process Group Pty Ltd (Australia)

SUEZ WTS provides Equipment & Systems, Chemical Programs, and associated Services across a wide range of industrial applications, including but not limited to Energy, Mining, Food and Beverage, Municipal Water Operations, and Data Centers, among others.

6. LOOKING AHEAD – KEY FOCUS AREAS IN 2021

SUEZ WTS is committed to continue in 2021 improving its approach to respecting human rights and preventing modern slavery. We will do this by:

- Continuing to review and risk assess all new SUEZ WTS suppliers
- Reviewing key SUEZ WTS Sourcing policies and procedures
- Reviewing and, where appropriate, improving due diligence processes
- Risk assessing suppliers based on responses to due diligence questionnaires and other factors (such as geography, adverse media, etc.)
- Delivering training for employees in Procurement, Legal, Human Resources, and other relevant business functions