

Modern Slavery Statement

Tetra Tech International Development Pty Ltd

July 2021

A message from our Managing Director

As a leading development consulting firm, we work with people and communities to achieve a positive impact. We live our values. We deliver intelligent and co-created solutions across the development sphere.

By working with our clients, partners and suppliers, Tetra Tech International Development plays a critical role in helping people and communities navigate development and human rights challenges and enable tangible action towards sustainability, equality and social justice.

Tetra Tech International Development fully supports continued progression and improvement within the development community in order to make development initiatives more effective – including complying at all times across our operations with a ‘do no harm’ approach and protecting those who are vulnerable to human rights abuses.

We are committed to taking action within existing and future development activities to foster the realisation of the Sustainable Development Goals, and to embed the principles of the Paris Declaration on Aid Effectiveness and the Accra Agenda for Action into our systems and procedures. We are also committed to addressing the various cross-cutting themes relevant to the development context to ensure that all people can access and enjoy the benefits of our activities.

Our work is geographically diverse – across international, regional and domestic development projects. We know there are many barriers to development, we believe in empowering people, communities and society to have equal access to opportunities of health, education, economic security, housing, infrastructure and other areas that support the achievement of their outcomes. Through our work, we aim to remove barriers in the way of development; and ensure that people have safe, clean and sustainable environments to live in.

To this end, we have developed our modern slavery compliance statement detailing the ways we are combatting Modern Slavery not only as it relates to Tetra Tech International Development’s standards for aid delivery, but our expectations and aspirations for our internal organisation. It is important that the principles and actions captured in this statement are understood and embodied by all our staff, no matter what their role may be.



Amy Gildea

A handwritten signature in black ink, appearing to read 'Amy Gildea'.

Managing Director – Asia Pacific

July 2021

About this Statement

What is modern slavery?

'Modern slavery' is an umbrella term used to describe serious exploitation and human rights violations. Practices constituting modern slavery can include:



The Global Slavery Index (2018) estimated that in 2018 around

40.3 MILLION

individuals are caught in modern slavery

of those...



71%

are female

and



25%

are children



It is understood that

16 MILLION
modern slavery victims

are exploited in private sector supply chains

provide a modern slavery compliance statement (Statement). We believe that, globally, all businesses are likely to be affected by modern slavery issues either directly or indirectly. Through engaging in honest and collaborative dialogue within and across industry sectors, we can fully understand the exploitation and abuse that characterise modern slavery and raise awareness throughout the supply chain.

As prescribed by the Act, our Statement comprises the following:

- » the reporting entities covered by this Statement;
- » our company structure, operations and supply chains;
- » modern slavery risks in our operations and supply chains;
- » the actions we have taken to assess and address those risks, including due diligence and remediation processes;
- » how we assess the effectiveness of such actions;
- » our process of consultation with our subsidiary entities; and
- » other information that we consider relevant regarding our efforts to combat modern slavery in our operations and supply chains.

Our Statement

Tetra Tech International Development condemns all forms of human rights abuses, including modern slavery practices. We recognise our role in protecting the human rights of all people involved in, or impacted by, our business practices. We acknowledge modern slavery as a business risk for every industry and seek to take meaningful steps to identify and address those risks by maintaining responsible and transparent supply chains.

Tetra Tech welcomed the introduction the *Modern Slavery Act 2018* (Cth) (Act) and the opportunity to

Reporting entity, period and approval

This Statement is the first mandatory statement provided by Tetra Tech International Development Pty Ltd (ACN 007 889 081) under the Act and is an individual Statement covering the financial year ending June 2020.

This Statement was approved by the Board of Directors as the principle governing body for Tetra Tech International Development Pty Ltd on 12 July 2021 and is current as at the date of publication.

Who we are

Our business

Tetra Tech International Development is a leading global development consulting firm that seeks to contribute to thriving people, thriving communities and a thriving planet.

We work with global and local partners including governments, the private sector and civil society to deliver effective and sustainable development projects in 16 countries throughout the Asia and Pacific region. From improving access to education and health services, supporting economic growth and livelihoods, to water, environment and natural resources management, Tetra Tech brings an integrated approach focused on building the capacity of communities and individuals. We help to deliver effective projects and sustainable and positive impact.

Structure



Tetra Tech Coffey Holding Pty Limited

ACN 611 080 534



Coffey International Pty Limited

ACN 003 835 112



Tetra Tech International Development Pty Limited

ACN 007 889 081

Tetra Tech International Development Pty Ltd is a wholly owned subsidiary of Tetra Tech Coffey Holding Pty Ltd (Tetra Tech Coffey Holding).

Tetra Tech Coffey Holding is a wholly owned subsidiary of Tetra Tech, Inc. a NASDAQ-listed company with a global workforce of 20,000 staff working across 120 countries.

Tetra Tech International Development provides substantially different services to the rest of the businesses of Tetra Tech Coffey Holding. Accordingly, this Statement does not relate to any of Tetra Tech Coffey Holding businesses unless expressly stated. Tetra Tech Coffey Holding has prepared a separate Modern Slavery Statement.

Operations

In FY19-20, Tetra Tech International Development continued to operate both locally in Australia and overseas in the broader Asia-Pacific region. Our operations largely comprise the provision of project management services, research and evaluation services, and technical assistance or advisory services to projects.

Our teams work closely with international and local organisations to deliver projects and act as trusted partners to our clients.

Key Partners and Clients:

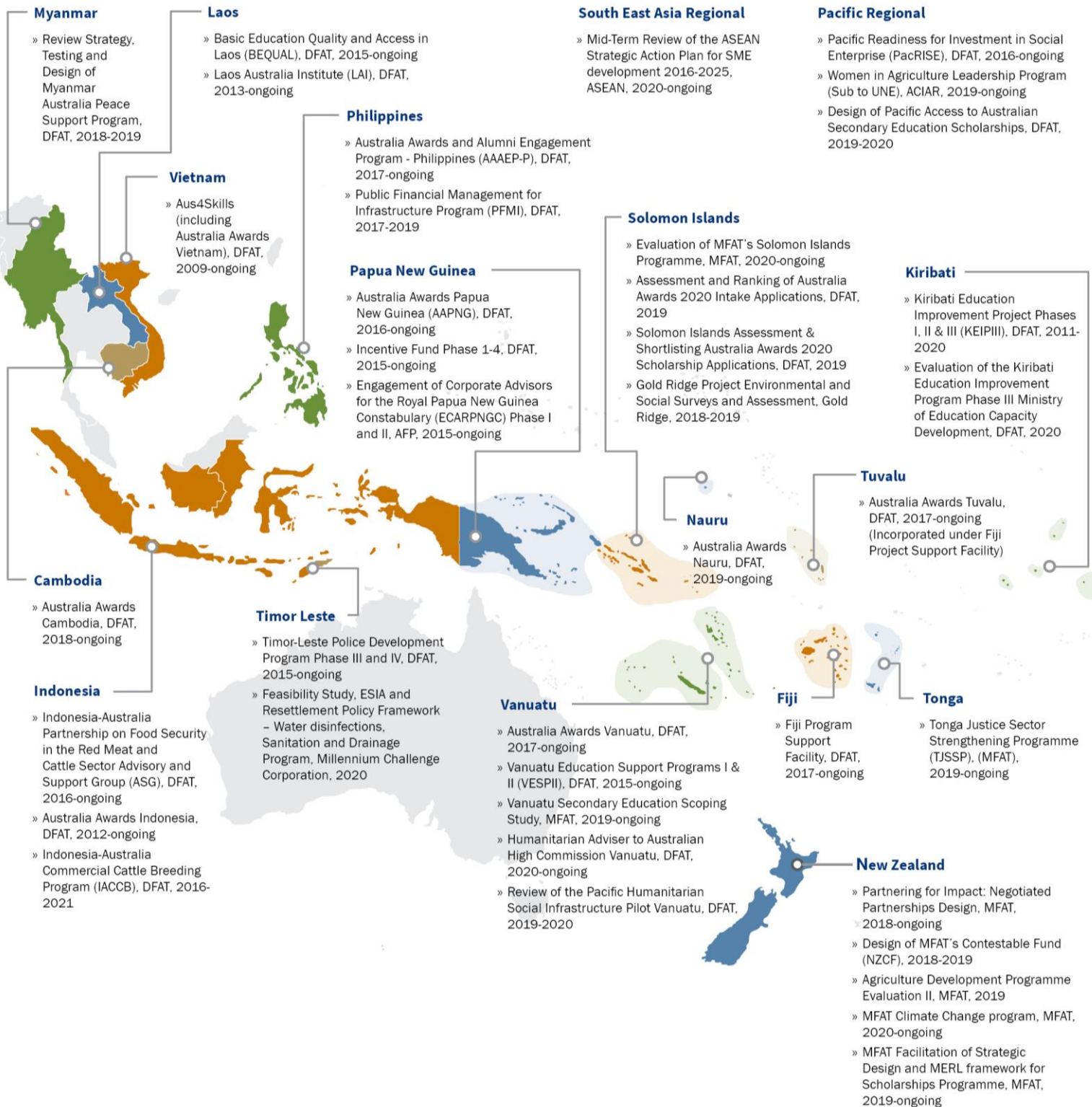
Australian Department of Foreign Affairs and Trade: Tetra Tech International Development has worked as a trusted implementing partner to the Australian Government for more than four decades. We design, deliver and evaluate Australian aid investments that help build stable societies, reduce poverty and stimulate economies.

New Zealand Ministry of Foreign Affairs and Trade: Tetra Tech International Development supports the New Zealand Government's aid programme through the evaluation and monitoring of Ministry of Foreign Affairs and Trade activities that aim to deliver prosperity and stability in the Pacific Islands region.

Multilateral and global organisations: We work with the world's largest international development agencies, foundations, bilateral and multilateral donors, such as the Asian Development Bank and the European Commission, to design and implement solutions to global challenges.

Operations Map

A summary of development and significant projects across Asia and the Pacific in FY19-20



Our Areas of Practice:



Agriculture and Food Security

We support agriculture improvements as a driver of economic growth through technical assistance to actors across the agriculture and agribusiness sectors. To help farmers remain resilient to the effects of climate change, we apply technology solutions to inform them of climate patterns, market prices and advice on crops and soil.



Civil Society Support

We work with partners to mentor, coach and train civil society organisations to make them stronger, more effective and sustainable. From better collaboration to supporting fairer justice systems or tackling critical health issues – our experts create local ownership and action within civil society groups.



Climate Change and Resilience

With extreme weather events becoming more frequent and natural resources more scarce, developing countries need our support. We empower communities to mitigate and adapt to climate change through improved resource management and resilient physical and institutional infrastructure.



Economic Growth, Trade and Livelihoods

The creation of new jobs and business opportunities helps lift people out of poverty and leads to more stable societies. We train business leaders in developing countries and implement grant funds to support innovative business ideas that can benefit struggling communities.



Education

Our education experts work closely with clients and in-country partners to deliver effective projects that change lives. We strive to strengthen and build capacity within education systems to help build future generations of well-educated citizens.



Gender Equality, Disability and Social Inclusion

Working closely with our partners, we integrate gender, disability, and social inclusion strategies into our projects, whether in education, governance or security sector reform. We facilitate legislative change, improved government practices, and raised public awareness to foster institutional and social sustainability.



Governance and Anti-Corruption

We believe in the importance of governmental accountability and integrity, and their responsibility to effectively respond to citizen needs. We provide efficient public service delivery and the transparent use of public funds through the improvement of systems, skills, organisational structures and incentives.



Health

From training midwives and health workers, to creating or expanding successful healthcare programs, we provide support across a range of health care services, including reproductive health, family planning, HIV/AIDS, immunisation coverage and water, sanitation and hygiene (WASH).



Human Resource Development and Leadership

Professional development scholarships offer the next generation of global leaders an opportunity to study and research in Australia, providing graduates with the skills they need to create positive change in their home country.



Human Security

People, communities and economies often thrive when supported by effective security, law and justice systems. We support integrated security, law and justice reforms by working with local, regional and national government institutions, as well as with informal justice and legal systems.



Indigenous Participation and Livelihoods

Our vision is to have strong and long-lasting relationships with Australian Indigenous communities. Tetra Tech design, deliver, evaluate and transform programs for Commonwealth, State and Territory and local governments, NGOs, universities, foundations and private businesses in Australia and the Asia Pacific region.



Infrastructure

Our team of experts specialise in architecture-engineering services and sustainable infrastructure design, helping improve access to clean drinking water, sanitation, roads and bridges, health clinics, schools, government building and reliable energy in developing countries.



Research, Monitoring and Evaluation

Improving results requires an understanding of what works and what does not. We work in partnership with donors, governments, multilateral organisations, foundations, universities, NGOs and businesses to help them understand the effectiveness, efficiency and impact of their work.

Our Supply Chain

Tetra Tech International Development deliver a diverse range of services each year to carry out the functions of our core business and in doing so build a supply chain reflective of this diversity.

The top ten suppliers by annual spend are categorised as follows:



Diversified Consumer Service

- » Education Services
- » Legal
- » Security Services



Hotels, Restaurants & Leisure

- » Transit accommodation
- » Function room hire
- » Catering



Constructions & Engineering

- » Infrastructure Grants
- » Construction companies



Professional Services

- » HR Services
- » Consultancy Services



Construction Materials

- » Material manufactures
- » Building materials



Road & Rail

- » Taxis
- » Vehicle rental
- » Goods transportation



Commercial Services and Supplies

- » Commercial Printing
- » Commercial Cleaning



Health Care Providers & Services

- » Staff health care and medical testing
- » Lab testing for project support



Airlines

- » Scholarship recipient transportation
- » Expat relocation



Real Estate Management & Development

- » Local offices
- » Expat accommodation

For FY19-20 we identified 512 individual suppliers of which 233 were private companies or intuitions. The remainder of our supply chain comprised of individual consultants or subcontractors. We identified the majority of our supply chain was distributed between Papua New Guinea (32%) and Australia (32%).

Identifying risks in our supply chain

Methodology

As a general approach we sought to understand our operational and supply chain risks by categorising our annual spend into industries which could be assigned a risk level. To ascertain the risk level for each industry, we undertook our own in-house research to develop a clear picture of the industry specific risks across the Asia Pacific region.

By country, we opted to use the prevalence rating system developed in the Global Slavery Index 2018 (GSI) as the primary risk rating system for our operating countries.

We undertook the assessment in three phases:

- » Phase 1 - Supply Chain Categorisation
- » Phase 2 - Region Specific Research
- » Phase 3 - Risk Assessment

Phase 1 - Supply Chain Categorisation

For the supply chain categorisation, each of our projects categorised every transaction for FY19-20 into an appropriate industry. The industry choice was based on the Global Industry Classification Standard (GICS) developed by the Standard and Poor's Financial Service LLC. This gave us a clear indication of our annual spend into each industry by project, an overall snapshot of the business' supply chain as a whole and set the conditions for Phase 2.

Phase 2 – Region Specific Research

Tetra Tech International Development undertook its own research into the modern slavery risks that focused on identifying key risk types and key risk industries by country. This information was then used to build a risk rating by industry that would be used in Phase 3 to undertake a comprehensive risk assessment across our entire supply chain and operational scope.

Phase 3 – Risk Assessment

The assessment of risk our supply chain was done by comparing the annual spend (by industry) to the risk rating by industry determined in Phase 2.

Risks in Modern Slavery Practices

Regional Overview

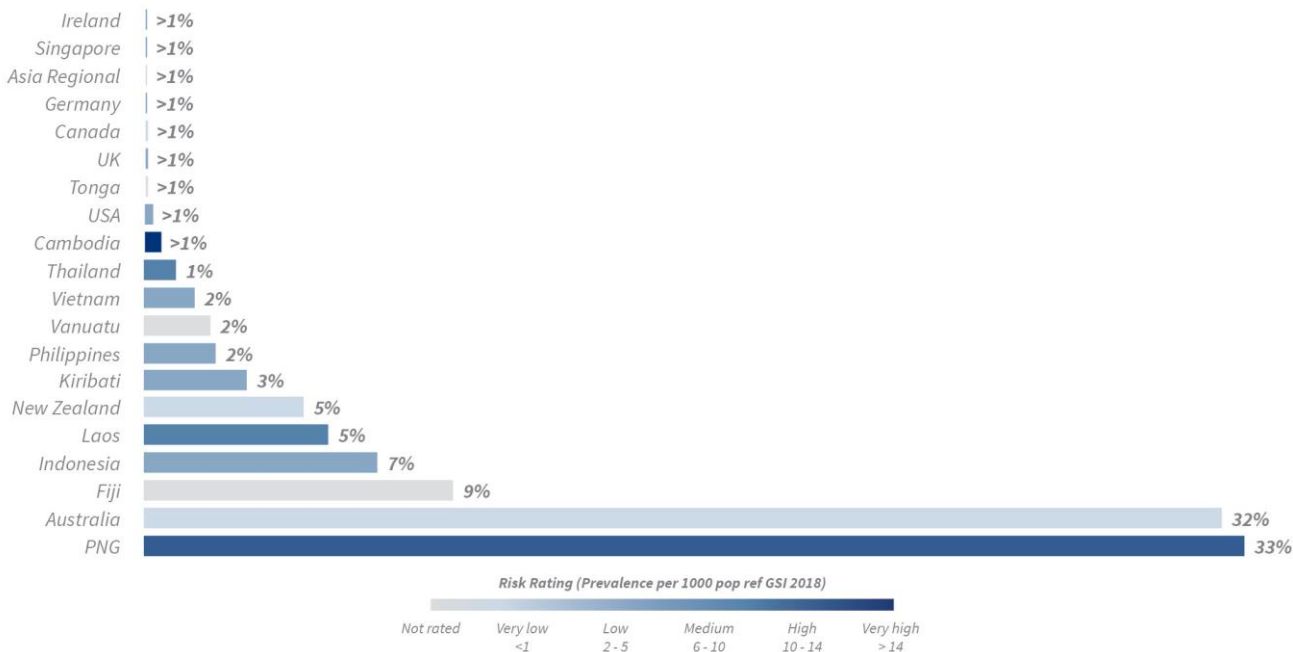
Tetra Tech International Development acknowledges modern slavery continues to be present across the Asia-Pacific region where 24.9 million people are estimated to be currently in some form of slavery. Similarly, many of the countries in which we operate such as Fiji, Indonesia, Papua New Guinea, Tonga, Cambodia, and the Philippines have well documented evidence of modern slavery practices. While there has been considerable progress among the regions developing countries, persistent factors that drive human deprivation such as poor economic and social opportunities along with porous geographical boundaries and conflicting geopolitical agendas contribute to high proportions of regional modern slavery and human insecurity. While we operate across the region, our exposure to identified modern slavery risk sectors and locations is concentrated in few key areas. This assessment of increased risk remains largely indirect and predominantly associated with the level of expenditure into reported high-risk industries rather than evidenced on our direct interaction with modern slavery practices.

Risk assessment

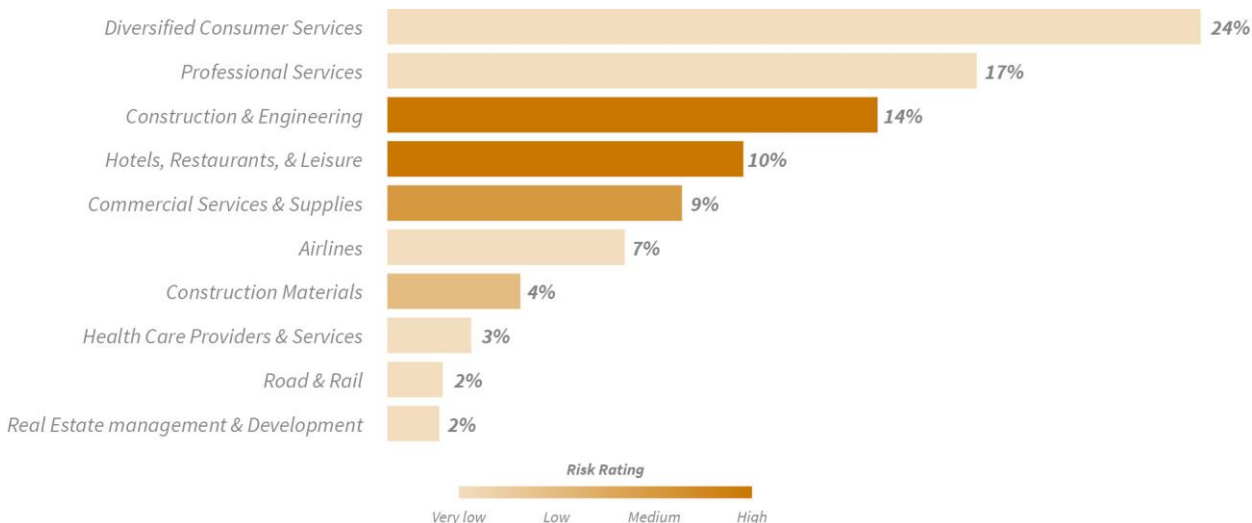
All of Tetra Tech International Development's team members are directly employed and work on contracts under highly visible conditions. This significantly lowers modern slavery risks within our direct teams across both the corporate and project offices. In addition, as our primary operations are delivery of Australian government aid programs, our practices are heavily regulated by government policies which further reduces the risk our operations directly cause or contribute to modern slavery.

Our risk assessment therefore focused primarily on supply chain analysis. Though we are required to follow government procurement process for nearly all of our supply chain and implement a supplier code of conduct, given the large amounts we spend into key industries in high risk countries, we have assessed there is potential to indirectly support modern slavery practices where it may not be immediately apparent.

Country risk



Industry risk



Spotlight



Constructions & Engineering in Papua New Guinea

In FY19-20, Tetra Tech International Development’s involvement in Papua New Guinea centered on delivering increased educational opportunities while also providing access to infrastructure funding for construction projects across the country. Many of these construction initiatives were focused on achieving improvements in health, education, transportation, governance, and agriculture. 13% of total spend for the business was spent in the construction and engineering in Papua New Guinea.

Despite no indication or evidence that any funding or activity has directly contributed to modern slavery in Papua New Guinea, the high proportion of expenditure in construction-related goods and services across the construction or agriculture sectors increases the accumulative risk of an indirect contribution to modern slavery practices.



Hotels and Restaurants in Fiji

Tetra Tech International Development continues to operate projects across Fiji that aim to drive capacity-building activities that improve health, education, and governance outcomes. While these initiatives are diverse and involve a high degree of direct people-to-people interactions, we believe that these represent a low-risk to aiding modern slavery practices.

However, in-country operational expenditure over FY19-20 identified that significant proportions of spending was concentrated in sectors that represent an increased risk to modern slavery abuse such as hotels, restaurant and leisure, commercial services and supplies, and road and rail transportation. Our analysis reflects reporting that local criminal networks have frequently utilized taxis and hotels for forced sexual exploitation of women and children and that commercial domestic work continues to be a source of forced labour practices involving local and trafficked workers.

Risk Mitigation and Mediation

Mitigating risk and the way forward

Tetra Tech International Development has used the results of our supply chain and operations analysis activities to set our clear and actionable goals for building a deeper understanding of, managing and reducing modern slavery risks across our business. Our goals, which include internal and external initiatives will be progressed and implemented over the next 12 months.

Our operations

We have developed a modern slavery policy in conjunction with our parent company, Tetra Tech Coffey Holding, that informs our staff of our expectations in relation to the identification, reporting, management and control of modern slavery risks within our operations. We have also developed a whistle-blower policy that expressly refers to modern slavery a protected disclosure and trained our staff in the application of its requirements.

Moving forward, we will continue to educate our staff about modern slavery by providing awareness training to all staff and specific procedure-based training for staff who engage with our suppliers. This procedure-based training will aim to build a better understanding of modern slavery risk by educating our staff on how we review our supply chain and suppliers, how we engage with medium and high risk suppliers and how we monitor for compliance with our requirements.

Being part of a global company, we will continue to collaborate with other Tetra Tech Group companies internationally to leverage the vast experience across our global development services division. This will ensure our processes are consistent and allow the identification of improvement possibilities.

Our supply chain

To decrease risk in our supply chains we will increase supplier engagement by:

All new suppliers will:

- » be screened using a Modern Slavery Questionnaire (MSQ);
- » be offered commercial terms of engagement that include specific clause regarding their responsibilities in relation to modern slavery.

We will re-assess suppliers who pose a high risk or high potential exposure to modern slavery to:

- » determine if their service is critical to our supply chain and whether an alternate and lower risk supplier may be engaged
- » assist them in modifying their exposure and/or control measures to reduce their level of risk
- » monitor their performance to ensure risks are appropriately controlled.

For critical suppliers identified as high risk, we will work with those suppliers to understand the origin of the risk of modern slavery in their work and offer support to educate their staff regarding modern slavery risk and how to control it.

Assessing Effectiveness

Tetra Tech International Development will continue to work with and screen all new suppliers for modern slavery risks. Our process will include the analysis of the MSQ results year-on-year to identify patterns, emergent risks and priorities for further due diligence. We will evaluate the MSQ responses for high risk suppliers in order to determine root causes.

We will seek to assess the effectiveness of our actions by tracking:

- » the number and percentage of our staff who have attended the required awareness and procedure based training;
- » the number and percentage of suppliers who have been screened;
- » the number and percentage of suppliers who have accepted our code of conduct or implemented their own similar terms;
- » the outcomes of the screening process and the number and percentage of suppliers determined as being low, medium or high risk;
- » the results of audits conducted on suppliers;
- » the results of internal audits conducted to check for our own compliance with requirements;
- » the changes in MSQ responses and summary data over time for suppliers or supplier types;
- » whistle-blower reports/complaints relating to modern slavery risks or potential breaches of our policy of supplier code of conduct; and
- » the investigations and outcomes of investigations of potential or reported breaches.

As part of our commitment to continuous improvement, we will keep our operational teams abreast of progress on the above which will then be reported to our Executive Leadership Team on a periodic basis.

Consultation process

We have worked with other Tetra Tech companies (Tetra Tech International Development (Europe), Tetra Tech Coffey Holding and Eco Logical (Australia)), to understand the learn from their approach to the identification and management of modern slavery risks and to ensure uniformity of approach within the companies over which we have control.