

synergo

Modern Slavery Statement

This is a voluntary Modern Slavery Statement published by Synergo Consulting Pty Ltd under section 6 of the Modern Slavery Act 2018 (Cth).

Reporting Period	FY2024–25, FY2025–26, FY2026–27
Entity	Synergo Consulting Pty Ltd (ABN 25 677 314 626)
Effective Date	01 July 2024

About us

Synergo exists to do things differently in the project, engineering, and design management space. We were founded on a simple belief. When people add value, they deserve to be rewarded fairly, transparently, and with respect. That belief guides every decision we make.

We provide embedded project, engineering, and integration professionals to government agencies and major infrastructure organisations across Australia. Our people work directly within client teams, integrating into their culture and supporting collaborative delivery. Together We Work is more than our motto. It reflects how we operate and how we uphold ethical practice in every engagement.

We work primarily within Australia and do not manufacture goods or operate complex supply chains. Our services are delivered almost entirely by our employees and a small number of Australian-based professional service suppliers.

Our structure & operations

Synergo Consulting Pty Ltd is an Australian-owned business headquartered in Brisbane. Our work model focuses on long-term embedded roles, advisory services, and project-specific consulting. Our supply chain is simple and mainly involves:

- Professional services and subcontracted specialist expertise
- Software platforms and IT systems
- Office equipment and administrative support services

All suppliers engaged by Synergo are Australian-based. Based on the nature of our operations and suppliers, we do not knowingly source goods or services from jurisdictions commonly associated with higher modern slavery risk.

Identifying Modern Slavery risks

While Synergo operates in a low-risk sector, we recognise that modern slavery can occur in any business if not actively addressed. We have assessed potential risks across our operations and supply chain. These include:

- The use of subcontractors or short-term specialist personnel without adequate oversight
- Technology platforms or software providers whose broader global supply chains may contain unseen risks
- Office consumables or equipment that may originate from international manufacturers

We continue to monitor where indirect exposure may occur, even within a predominantly domestic supply chain.

Our actions to assess & address risks

Synergo has implemented a range of measures to ensure responsible practice and reduce the risk of modern slavery within our operations and partners.

Governance & policy

We maintain clear policies around ethical conduct, fair engagement, and responsible supplier relationships. Our incentive structures reward contribution and transparency, reinforcing behaviours that value people and protect their wellbeing.

- Human rights policy
- Social procurement & supplier program

Supplier due diligence

Before engaging any supplier or subcontractor, we assess:

- Ethical conduct and compliance history
- Alignment with Australian workplace laws
- Evidence of fair and transparent treatment of workers
- Whether their operations fall within known modern slavery risk categories

If a supplier cannot demonstrate compliance with fair work and ethical standards, they are not engaged.

Employee recruitment & engagement

We do not use labour-hire arrangements that obscure employment conditions or create vulnerability. Every Synergo employee receives clear employment terms, transparent pay structures, and access to our industry-leading incentive schemes.

Contractual commitments

Where relevant, our agreements require:

- Compliance with all Australian workplace laws
- Assurance that no form of modern slavery is present in the supplier's operations
- Immediate notification of any emerging risk

Training & awareness

Our leadership team is trained to identify and respond to signs of modern slavery. As we grow, our intent is to extend this training to all employees to ensure continuous awareness.

Measuring effectiveness

We assess the effectiveness of our actions by:

- Annual review of our supplier list and risk profiles
- Ongoing engagement with suppliers to confirm compliance
- Monitoring any issues raised by employees or clients
- Reviewing governance settings as our operating model grows

To date, we have not identified any incidences or allegations of modern slavery within our business or supply chain.

Consultation & continuous improvement

As Synergo Consulting Pty Ltd is a single reporting entity, consultation occurs directly between the Directors and employees of the business. This consultation informs our assessment of risk, review of controls and continuous improvement activities.

- Enhanced supplier questionnaires
- Broader team training
- Improved documentation of risk assessments

Our commitment

Synergo is committed to creating a safe, fair, and transparent environment for every person connected to our work. Ethical practice is central to who we are. It shapes how we show up in client environments and how we contribute to the wider industry.

We will continue to strengthen our approach as we grow, ensuring our actions uphold our core belief: when people are valued and treated with respect, everyone benefits.

This Modern Slavery Statement was approved by the Directors of Synergo Consulting Pty Ltd on the First day of July, 2024.



**Director
Synergo Consulting Pty Ltd**



**Director
Synergo Consulting Pty Ltd**