



MODERN SLAVERY STATEMENT

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AS/NZS ISO 9001:2015
Quality Certified

AS/NZS ISO 45001:2018
OH&S Certified

AS/NZS ISO 14001:2015
Environmental Certified

Commonwealth Modern Slavery Annual Statement- FY 2020

1 Introduction:

This Modern Slavery Statement (“**Statement**”) is made by RJE for the year ended 30 June 2020 (“**FY2020**”). 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 we 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, Mongolia and Myanmar.

We employ more than 350 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 endeavor 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 confirm that they take all appropriate steps to identify, investigate and eliminate modern slavery in their business and supply chains.

The evaluation forms are assessed and rated and an audit schedule is put in place.

The evaluation forms consider the sub contractor or suppliers approach to human rights, due diligence and various certifications and accreditations to verify that their practices are in accordance with fair labour practices.

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:

RJE will follow their Non Conformance Procedure (reference 0000-001-0004) for any incident reporting that is required and associated remediation.

5 Consultation and Training:

Modern slavery review is on the agenda of the Senior Management Meetings that occur monthly. This meeting will determine appropriate methods to minimize risks of modern slavery within our supply chains.

Training on requirements of modern slavery review will occur initially with management and supervision which is addressed at weekly production meetings or as required. Further training and educational materials will be distributed to ensure that all staff are astute in identifying and addressing future modern slavery risks identified within our business and supply chain.

Modern slavery clauses in Subcontracts shall be checked by RJE's legal and commercial dept.

No grievances or whistleblowing issues relating to modern slavery has been raised so far, and those channels will continue to be available to all employees and suppliers.

6 Effectiveness:

We seek feedback and regularly consult with our employees, management teams, our Board and suppliers on our efforts.

Modern slavery shall be discussed on all business levels.

Leverage from each other's knowledge and experience.

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 supplier and subcontractor prequalification scheme. 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 Reference Documents:

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

0000-001-0061 – Non Conformance Procedure

9 Approval:

This report has been authorised and approved by the board of directors of RJE Global Pty Ltd on 30 March 2021.



Ronin Johnson
Managing Director
RJE Global Pty Ltd
30 March 2021