

Modern Slavery Statement - FY25



Sydney Roads
Asset Performance Contract

The Harbour Zone

Modern Slavery Statement - FY25

19 December 2025

Att: Australian Border Force

ConnectSydney Pty Ltd

Modern Slavery Statement FY25

ConnectSydney Pty Ltd (ABN 16 646 646 808) is pleased to submit this Modern Slavery Statement pursuant to the *Modern Slavery Act 2018* (Cth) in respect of the Financial Year 1 July 2024 – 30 June 2025 (“**FY25 Reporting Period**”).

ConnectSydney Pty Ltd is an incorporated joint venture organisation owned by Service Stream Maintenance Pty Ltd, Bitupave Ltd and Tyco Projects (Australia) Pty Ltd. ConnectSydney maintains critical infrastructure networks across the Sydney Harbour Zone through the Sydney Road Asset Performance Contract for Transport for New South Wales. Services are provided on behalf of Transport for New South Wales.

ConnectSydney’s principal governing body is a stand-alone Board of Directors, and the entity is governed by a Shareholders agreement. ConnectSydney’s sourcing and supply chain functions are managed by its in-house team (Commercial Manager / Business Management Team). All the procurement activities and functions are to be in accordance with ConnectSydney’s Procurement Plan.

ConnectSydney’s consolidated revenue for the FY25 Reporting Period was more than AU \$100 million as reported to the Board.

For these reasons ConnectSydney is providing its modern slavery statement.

Consultation

ConnectSydney’s Project Director and members of the ConnectSydney Business Management Team were consulted during preparation of this modern slavery statement and ConnectSydney’s Board of Directors have endorsed this modern slavery statement.

Structure, Operations and Supply Chains

Structure

ConnectSydney Pty Ltd is an incorporated joint venture organization owned by Service Stream Maintenance Pty Ltd, Bitupave Ltd and Tyco Projects (Australia) Pty Ltd. As of 30 June 2025, ConnectSydney consisted of approximately 185 employees with the direct employees engaged either by contract or under award agreement. The registered office for ConnectSydney is located at Service Stream Limited, Level 5, 655 Collins Street, Docklands VIC 3008 while the operating office is located at 422 West Botany Street, Rockdale, NSW 2216. ConnectSydney does not operate from any overseas locations.

Service Stream Limited, Boral and Johnson Controls Australia Pty Ltd are the parent companies of ConnectSydney. For the purposes of the *Modern Slavery Act 2018* (Cth), the parent bodies are not included in this statement.

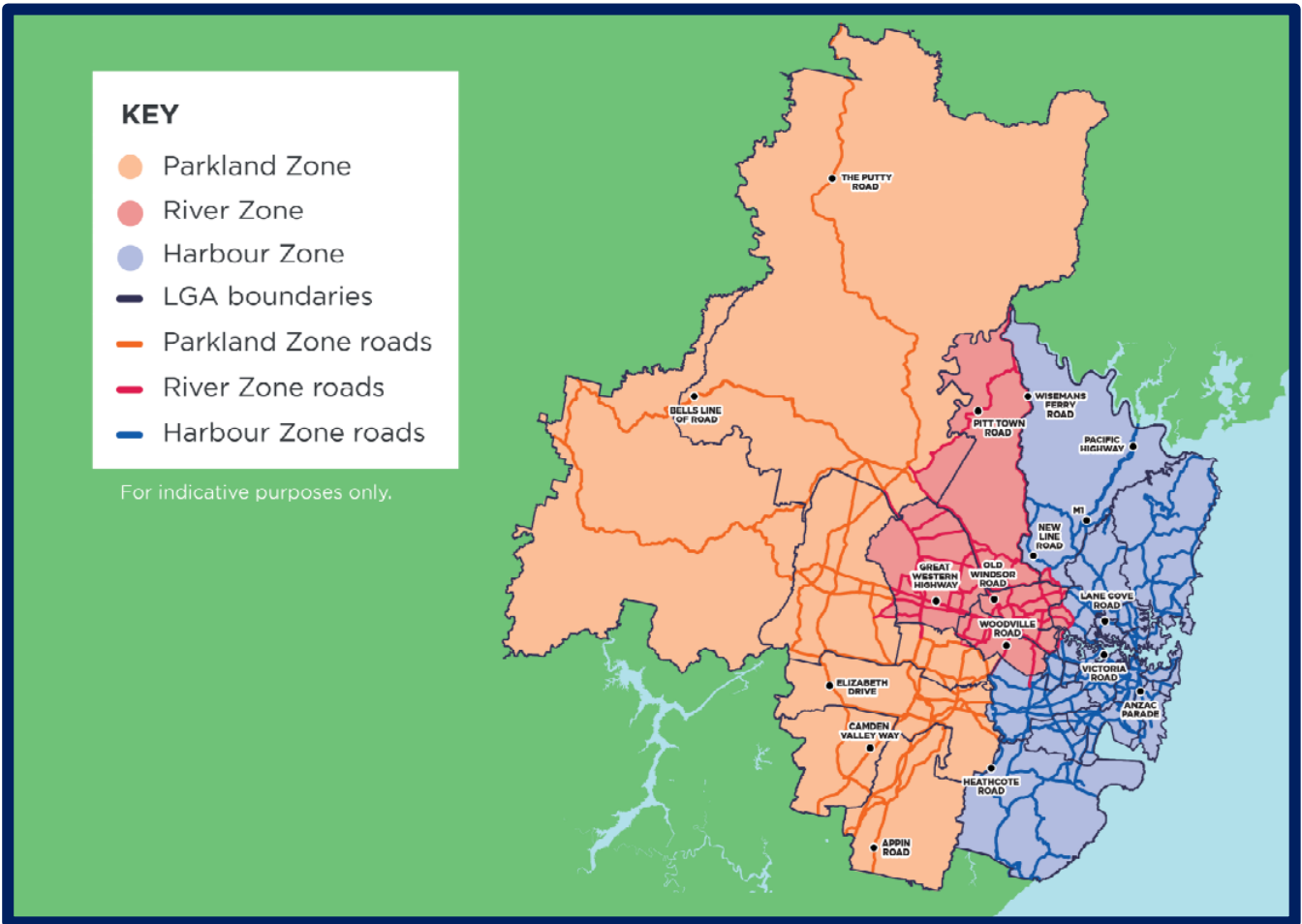
Modern Slavery Statement - FY25

Operations

ConnectSydney provides a wide range of specialist operational support and maintenance services across the Sydney Harbour Zone Road Network. Service capabilities include program management, asset management, asset upgrades, tactical corridor works, tactical bridge and tunnel works, routine road network maintenance, control room operations, minor civil construction services and installation and operation of intelligent transport systems.





ConnectSydney did not have any international operations during the FY25 Reporting Period.

Sydney Harbour Zone Road Network Area



Modern Slavery Statement - FY25

Assets Maintained by ConnectSydney

Asset Class	Assets Description of Quantity
 Pavements	<ul style="list-style-type: none"> ▶ Carriageway assets ▶ Vacant properties ▶ Linear pavement markings
 Bridges and structures	<ul style="list-style-type: none"> ▶ Bridges & tunnel structures and support structures including electrical / mechanical assets. ▶ lift assets. ▶ signs
 Corridors	<ul style="list-style-type: none"> ▶ Culverts and open drainage assets. ▶ Cycleways and off-road paved areas ▶ Kerb gutters and median grassed area ▶ Roadside rest areas and 284 landscape assets ▶ Safety barriers and 1 safety ramp ▶ Slope sites ▶ Noise walls ▶ Stormwater quality assets and subsoil drainage assets ▶ B-Line assets
 ITS	<ul style="list-style-type: none"> ▶ Advanced warning signs, changeable message signs, variable speed limit signs and variable message signs ▶ Emergency phones ▶ Over-height detection systems and 16 over speed detection systems ▶ School zones and 10 B-Line stops. ▶ Streetlights ▶ Traffic control systems and 50 traffic monitoring units ▶ Weigh-in motion systems and 226 vehicle detection classes

Supply Chains

The products and services (including labour) that contribute to ConnectSydney’s principal services include:

- A workforce consisting of employees.
- Subcontractors, design & non-design consultants who are engaged by ConnectSydney to perform works across various work sites.
- The suppliers of materials to ConnectSydney. Some of these materials are manufactured overseas and are supplied to ConnectSydney by local distributors. ConnectSydney does not manufacture any materials itself.

Risks of modern slavery practices in the operations and supply chains of ConnectSydney

ConnectSydney engage Suppliers (for example, a company or trust) to provide goods and services to deliver the principal activities (for example, a company or trust) that employs workers.

A risk of modern slavery exists in any industry that relies on a manual, low-skilled migrant workforce, such as the construction, real estate, security, and cleaning industries. This risk is more present where the services occur in emerging overseas economies. The risk is lessened in developed economies with robust workplace relations laws such as Australia, where ConnectSydney’s operations are entirely located.

Modern Slavery Statement - FY25

Actions taken by ConnectSydney to assess and address these risks, including due diligence and remediation processes

Supplier Onboarding - Prequalification Questionnaire & Vendor Set Up

In FY23, ConnectSydney undertook a Modern Slavery Questionnaire Survey to all its approved suppliers. This exercise was aimed to create awareness of Modern Slavery and help to identify any risks from its Supply Chain. Following the findings from the previous survey, ConnectSydney requested all onboard vendors to respond to the newly added Modern Slavery section in the prequalification questionnaire. Based on the responses received, ConnectSydney is confident that the subcontracted workforce and the various goods procured from suppliers are not at high risk of engaging in modern slavery practices. ConnectSydney's vendor onboarding document "Request To Establish Vendor form" requires vendors to complete a mandatory Modern Slavery section to create a valid account. This step ensures that ConnectSydney's suppliers have not been involved in serious legal or regulatory breaches that could indicate risk of modern slavery.

Subcontract Amendments and New Suite of Agreements

Beginning in FY24, ConnectSydney has implemented amendments to existing subcontracts by incorporating a new clause on Modern Slavery within the General Conditions of Contract. This addition addresses compliance with Modern Slavery regulations and ensures that these requirements are considered thoroughly at the outset of the procurement process.

Remediation

ConnectSydney is in the process of implementing specific controls targeted at minimising the risk of modern slavery practices occurring in its operations and supply chains. These include:

- Carry out awareness training to all the staff to increase their understanding of the requirements of the *Modern Slavery Act 2018* (Cth).
- Include as a topic of discussion in ConnectSydney's Monthly Meeting to increase awareness in the wider business.
- Include Modern Slavery as a topic of discussion in ConnectSydney's Supplier Engagement Forum conducted annually.

How ConnectSydney assesses the effectiveness of these actions

In future reporting periods ConnectSydney will undertake an internal audit to review the implemented modern slavery controls to determine:

- how effectively the controls have been implemented
- if the controls are meeting their objectives; and
- whether more controls are needed.

The findings of the internal audit will be presented to the ConnectSydney Board for further action.

Additionally, all whistleblower reports and investigation outcomes are reported on an anonymous basis to the Board. This enables the Board to understand whether the issue to which the grievance relates has been rectified, with set procedures and policies to ensure the issue is appropriately addressed and permanently resolved.

This statement was approved by the Board of directors of ConnectSydney on 19 December 2025.

Signed,


Johan Van Dyk (Jan 14, 2026 09:53:03 GMT+8)

Johan Van Dyk
Director


Richard Pearson (Jan 14, 2026 12:50:54 GMT+11)

Richard Pearson
Director