

MODERN SLAVERY STATEMENT

FOR THE FINANCIAL YEAR ENDING 30 JUNE 2024 (FY 2024)

1. Reporting entities

Sydney Desalination Plant (**SDP**) is committed to assessing and reducing the risks of modern slavery in our business and supply chains.

This is a joint statement made in accordance with the *Modern Slavery Act 2018* (Cth) (**the Act**) on behalf of the following entities:

- SDP Holdco Pty Limited (ACN 158 076 843) (**SDPH**)
- Sydney Desalination Plant Pty Limited (ACN 125 935 177) (**SDP Pty Ltd**)
- SDP Australia No.1 Pty Limited (ABN 78 624 985 316) as the trustee for SDP Pipeline Hold Trust (**SDP1**)
- SDP Australia No.2 Pty Limited (ABN 24 771 467 876) as the trustee for SDP Assets Hold Trust (**SDP2**)
- SDP Australia No 3 Pty Limited (ACN 158 077 411) as the trustee for SDP Pipeline Trust (ABN 70 739 015 449) (**SDP3**)
- SDP Australia No. 4 Pty Limited (ABN 43 885 660 358) as the trustee for SDP Assets Trust (**SDP4**)
- SDP Finco Pty Limited (ABN 27 158 077 073) (**Finco**)

SDPH, SDP Pty Ltd and SDP3 all meet the threshold as "reporting entities" for the purposes of the Act. The other entities in our group have voluntarily opted as reporting entities under the Act. For the purposes of this statement, the entities listed in the dot points above will be collectively referred to as SDP.

2. Structure, operations and supply chains of the reporting entities

2.1 Structure

Our structure is as follows:

- SDPH, SDP1, SDP2 and Finco are each jointly owned by the Ontario Teachers' Pension Plan Board and Utilities Trust of Australia.
- SDPH wholly owns SDP Pty Ltd.
- SDP1 wholly owns SDP3.

- SDP2 wholly owns SDP4.

In total, SDP as referred to in this statement has 7 companies, 4 of which act as corporate trustees of trusts

At 30 June 2024, SDP employed 19 permanent staff in Australia. SDP does not have any overseas employees.

Since the 2022 reporting period, in order to reiterate its commitment to this process, SDP chose to opt-in its entities that are not "reporting entities" for the purposes of the Act to the SDP Modern Slavery Statement and will continue to do so for future Modern Slavery reporting.

2.2 Operations

Our group owns and operates the Sydney Desalination Plant and Pipeline (**the Plant**), through SDP3 and SDP4. Our entity, SDP Pty Ltd, manages daily operations, engages our employees, and contracts with our customers and suppliers.

The Plant is a critical asset that assists Sydney Water in its delivery of reliable, high quality drinking water for consumers in Sydney. The Plant is Sydney's only non-rainfall dependent source of drinking water, and it operates according to rules set by the NSW State Government. The Plant was initially conceived and constructed primarily as a drought response asset, however recent changes to the Plant operating licence conditions in line with the State Government's Greater Sydney Water Strategy has resulted in a change from drought response to flexible full-time operation. The Plant is now set to continue to play a role to provide a non-rainfall dependent source of water to secure Sydney's water supply against the effects of climate change, population growth and drought and otherwise to assist in the reliable provision of drinking water to Sydney. At full production, the Plant can produce up to 250 million litres of water a day on average, roughly 15% of Sydney's drinking water supply.

2.3 Supply Chain

SDP's supply chain is relatively simple, comprising approximately 97 suppliers of products and services, with approximately 60 suppliers making up 99% of spend. Some suppliers are engaged on a long-term contract basis and other suppliers engaged on an ad-hoc or as-needed basis.

The supply chain of products and services that contribute to SDP's operations include, but are not limited to, the supply of:

- services in support of the operation and maintenance of our assets (including supply of chemicals, operations and maintenance personnel, spare parts consumables and replacement assets);
- waste services (commercial waste management for the Plant);
- energy (electricity suppliers);
- legal advisors and consultancy services (professional services firms providing legal, technical, governance, risk or other consultancy advice); and
- financial services (banks and other financial services firms providing financial advice or banking services)

- office suppliers (including the provision of office IT equipment such as computers, phones, printers and photocopiers as well as stationary, tea and coffee and occasional office catering).

Figure 1 provides a breakdown of percentage spend by cost category or business group by SDP over the 2024 financial year (FY24). Our expenditure categories have not changed appreciably in FY24 from the categories in FY2023. SDP's largest expenditure categories relate to the operation and maintenance of the Plant and associated assets, supply of energy to produce desalinated water, and insurance costs. These three categories account for over 80% of SDP's expenditure. The entities that SDP engages to support these spend categories are all reporting entities under the Act.

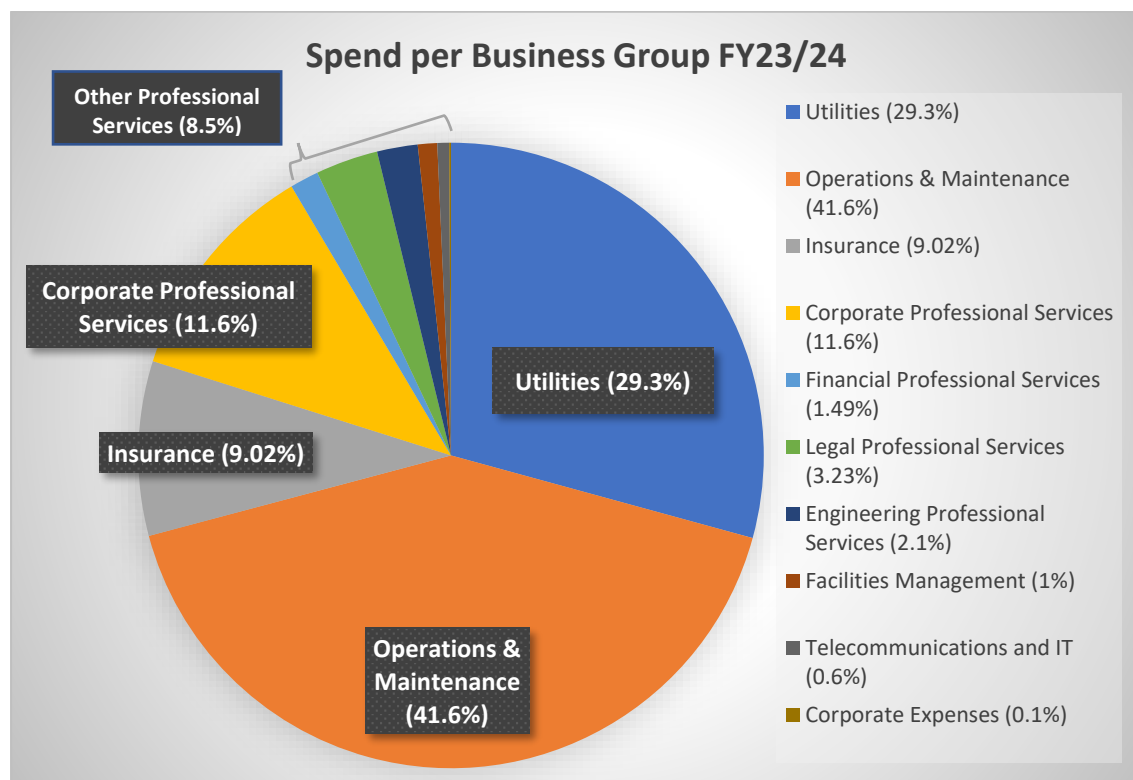


Figure 1: Spend per business group/cost category in FY2024 (%)

3. Risks of Modern Slavery in SDP's operations and supply chains

SDP has developed an internal strategy to identify and assess the potential risks of modern slavery in our operations and supply chain. SDP understands that modern slavery risks can be categorised into the following types of risks:

- Sector and industry risks: certain sectors and industries may have high modern slavery risks because of their characteristics, products and processes;
- Product and services risks: certain products and services may have high modern slavery risks because of the way they are produced, provided or used;
- Geographic risks: some countries may have higher risks of modern slavery, including due to poor governance, weak rule of law, conflict, migration flows and socio-economic factors like poverty;

- Entity risks: some entities may have particular modern slavery risks because they have poor governance structures, a record of treating workers poorly or a track record of human rights violations.

Since the 2020 reporting period, SDP with assistance from its legal advisor, has undertaken (and continues to undertake) risk mapping and assessment of its direct suppliers through general engagement, gathering of detailed information through the issue and assessment of a supplier questionnaires, and review of supplier modern slavery statements lodged by its suppliers. SDP's understanding of its supply chain has matured, and includes the following insights;

- The bulk of SDP's suppliers, consisting of legal advisors and other professional consultancy services, are low risk for all four modern slavery risk categorisations.
- SDP understands that some office supplies are high risk products in particular computers and other electronics. While it will continue to engage with suppliers of these products, it will do so in a manner to reduce any modern slavery risk, SDP also notes that the risk is minimised due to SDP's small size and low expenditure on these items.
- Some of SDP's long term contractual relationships, in particular those with the highest proportion of annual expenditure, are with entities who also need to comply with the Act, and therefore have a high level of awareness of modern slavery impacts, and are more mature in relation to their governance in assessing and addressing modern slavery risks. SDP has further reviewed these suppliers' Modern Slavery Statements in the 2024 (and previous) reporting period to understand and evaluate the steps they have taken to assess and address modern slavery in their supply chains and operations.
- The majority of SDP's suppliers are Australian based in entirety, and therefore are low risk in terms of entity and geographic risk, due to Australia's employment laws and good governance. To the best of its knowledge and belief, SDP is not aware of any poor working conditions of any of its direct Australian suppliers.
- The majority of SDP's suppliers consist of highly educated and skilled professionals, that are at low risk of exploitation, and who understand their rights in regard to working conditions.

Following the initial risk mapping and assessments of all direct suppliers, SDP has ascertained there is no high-risk procurement in its supply chain. A number of medium-risk procurement activities have been identified. It is important to note that the assessment of medium-risk procurement is due to uncertainty, incomplete visibility, or insufficient information on whether risks are involved in these areas (i.e. SDP has found no evidence of concern, but SDP has assessed it does not yet have sufficient evidence to rule out the existence of modern slavery risk).

SDP has engaged with a subset of these entities further to better understand the potential risks and, as a result, has reduced the risk level related to a subset of its suppliers. We will systematically continue to refine our assessment through further engagement in subsequent reporting periods.

4. **Actions taken to assess and address risks of modern slavery, including due diligence and remediation processes**

There are a number of actions that SDP has taken to assess and address the risks of modern slavery throughout SDP's operations and supply chains. SDP is also committed to continually reviewing and improving these actions in future years.

4.1 Policies

SDP is committed to minimising the risk of modern slavery in its operations and supply chains. SDP's stance on respecting and honouring human rights is clearly indicated in its policies.

SDP reviewed its Procurement Policy in 2019 to include a detailed modern slavery section which sets out SDP's commitment to reducing the risk of modern slavery in its business, and the expectation of suppliers to do the same.

Procurement Policy

The Procurement Policy includes a commitment by SDP to:

- obtain advice regarding our obligations under the Modern Slavery Act 2018 (Cth); and
- conduct a review and assessment of existing supplier terms and our contractual documentation to update and incorporate specific prohibitions against any undertakings in respect of modern slavery, in line with this policy.

SDP has reviewed its Procurement Policy in June 2022 and strengthened its due diligence undertaking through a requirement for new suppliers, that are assessed as being in medium to high risk industries, to be engaged through contracts or agreements that:

- incorporate clauses that have been developed by SDP and its legal advisors to address modern slavery and human rights issues, and
- require them to complete SDP's modern slavery due diligence questionnaire to provide SDP with better visibility in respect of the suppliers it engages.

SDP conducted a further review of the Procurement Policy in June 2024 to cover basic evaluation criteria and background procedures for new suppliers.

Whistle-blower Policy

SDP has a Whistle-blower Policy under which officers and employees are able to raise allegations of misconduct (including modern slavery incidents or risks) in a safe manner. An independent hotline number has been established in order to facilitate this process anonymously should it be required.

Industrial Relations Policies

SDP has employee policies and procedures in place that are compliant with Australian labour and employment laws with respect to the hiring of employees and payment standards. This ensures that slavery, forced labour or human trafficking is not occurring in SDP's direct hiring processes. SDP does not have any overseas employees.

All SDP staff are made aware of the expectation that they will be familiar with, and comply with, SDP's policies. An induction pack, which includes all of SDP's policies is provided to new employees. Refresher sessions on the policies, and necessary training, are conducted on an ongoing basis to ensure all SDP staff are aware of the requirements of the policies.

Policies are regularly reviewed with governance of the process extending to Board level engagement.

4.2 Existing Suppliers

SDP has a relatively simple supply chain of approximately 97 direct suppliers. Some of these suppliers are on long-term contracts, for example, operations and maintenance of the assets, waste services, and energy providers. Other suppliers are engaged on an *ad-hoc* or as needs basis, for example, legal advisors and other consultancy services.

SDP has developed an internal strategy for engaging existing suppliers to raise awareness, and to seek assistance from suppliers to support SDP's assessments and actions to reduce risks of modern slavery in its operations and supply chains. SDP continues to improve and refine this strategy.

On a risk weighted basis, SDP periodically contacts its suppliers in writing setting out SDP's obligations under the Act, and SDP's expectations of existing suppliers including providing reasonable assistance to SDP to assess and verify sources of products and services in SDP's supply chains and operations. It has made it clear in communications that SDP is not transferring all responsibility for mitigating modern slavery risks to its suppliers, rather it is committed to working with and supporting its suppliers where appropriate to manage any risks.

SDP has a supplier due diligence questionnaire which it issues on a periodic basis to existing suppliers to assist it to assess the risks of modern slavery associated with such suppliers.

SDP has further reviewed its suppliers where modern slavery risks have been assessed at above 'low' level procurement rating (noting that in many, if not all, cases this assessment is driven by insufficient information rather than specific concerns). As a result, SDP has revised its assessment of Modern Slavery Risks for some suppliers. SDP is committed to continuously improving its supply chain risk assessment.

SDP's largest supplier is the operator of the Plant. SDP has a long standing relationship with that entity, and has just entered into a further long term arrangement with the operator which includes modern slavery clauses.

4.3 Due diligence

SDP continues to be committed to implementing its internal strategy to undertake due diligence on its suppliers, and strengthen SDP's mitigation against potential risks to human rights, in its procurement and supply chain management practices.

As with the 2023 reporting period, a key approach for SDP is to continue to use our supplier due diligence questionnaire for relevant new suppliers. SDP will directly engage with all suppliers on at least a 3 yearly basis under the SDP Modern Slavery Action Plan, to continue to assess the risks of modern slavery in its supply chain. On a risk weighted basis, this may include a refresher of the due diligence questionnaire, a shorter but more targeted questionnaire, or a letter that outlines SDP's responsibilities and supplier expectations in regard to Modern Slavery. The full questionnaire includes sections on supply chain, policy settings and training, plus general information on human rights and modern slavery to help SDP assess the risks of modern slavery in its supply chain. All engagements with suppliers act to increase awareness of modern slavery and related issues.

Additionally, SDP has been incorporating and will continue to incorporate, where appropriate, the model clauses it has prepared addressing modern slavery and human rights issues in new contracts and in any review of current contracts.

4.4 Training and awareness-raising

SDP remains committed to implementing an internal strategy to increase employee awareness and education with regard to modern slavery. As well as the training undertaken for all staff in FY2024, SDP continues to raise awareness through its policies and procedures and procurement practices, and intends to provide further refresher training in FY2025.

SDP displays a fact sheet on modern slavery in a prominent position in its offices.

4.5 Remediation - whistle-blower process

Under SDP's Whistle-blower Policy, officers and employees are encouraged to raise allegations of misconduct (including modern slavery incidents or risks) in a safe manner. This will allow SDP to address any raised incidents or risks of modern slavery by involving the appropriate law enforcement agencies. The process includes an independent hotline in which any concerns can be communicated anonymously.

4.6 Modern Slavery Action Plan

SDP has also committed to implementing a three-year Modern Slavery Action Plan to ensure our continuous improvement over subsequent reporting years. This Modern Slavery Action Plan includes employee training, a continued commitment to raising awareness among our suppliers, and further engagement to better understand our supply chains and the risks. The current Modern Slavery Action Plan covers FY2022 to FY2025. SDP intends to implement a new Action Plan for FY2026-2029 to reflect the actions it will take to enhance its compliance and practices around modern slavery during that period.

5. How SDP assesses the effectiveness of the actions taken to address the risks of modern slavery

SDP continues to develop and implement its internal strategy and the best ways to assess the effectiveness of the actions taken to address the risks of modern slavery in our operations and supply chains. Currently the best way to assess these actions is through maturity and continuous improvement within the business in using our assessment tools.

During FY2024, SDP assessed the effectiveness of its actions as follows:

- Regularly reviewing policies and contracts to ensure that they are addressing modern slavery risks in the most appropriate and effective manner
- Implement Year 2 of our three-year Modern Slavery Action Plan, developed with assistance from our legal advisors, setting out a roadmap of actions for the period July 2022 to June 2025 .
- Considering the number of contracts we issue with modern slavery clauses, the use of follow-up/full supplier questionnaires for new suppliers and existing suppliers on a 3 yearly basis to improve our knowledge of Modern Slavery risks in our supply chains, and the engagement by suppliers with the Modern Slavery consultation process through review of their Modern Slavery Statements or engagement with us on Modern Slavery matters.
- Tracking the number of suppliers assessed at above 'low risk', and whether we have processes or actions in place to either address risks, or to source further information to allow us to downrate the risk to 'low'.

- Obtaining employee feedback on SDP's actions including in relation to employee training and awareness-raising
- Revising the Supplier Modern Slavery Risk Assessment and determine follow-up actions based on risk weighted outcomes of the assessment

In FY2025, SDP intends to continue to assess the effectiveness of its actions in the same way, and to continue to implement its current 3-year action plan.

6. **Process of consultation**

Each reporting entity covered by this group statement has engaged in consultation with each other to ensure that they are aware of SDP's commitment to the reduction of modern slavery risk in its operations and supply chain, and the contents of this statement.

Specifically, the directors and key employees of the reporting entities have been consulted and engaged to produce this modern slavery statement.

In the FY22 reporting period, all SDP entities that did not meet the reporting threshold under the Act opted-in to submitting a joint Modern Slavery statement and will continue for current and future Modern Slavery reporting.

7. **Other relevant information**

In FY2024, all SDP staff received detailed and in-person training in Modern Slavery by an experienced Modern Slavery external legal advisor. All our staff are aware of our commitment to Modern Slavery prevention, have been equipped with the knowledge required to understand the risks and responsibilities, and are committed to implementing further actions during FY2025 (and on an ongoing basis) to improve SDP's approach to assessing and addressing modern slavery in our operations and supply chains. A refresher training will be carried out in FY2025.

During the FY2022 reporting period SDP took a keen interest in the government's call for a Review of the Commonwealth Modern Slavery Act 2018 (announced in March 2022). SDP will continue to monitor this review, and any changes that are made following the review, to ensure it remains compliant and committed to modern slavery and human rights best practice. In FY2025, SDP will engage its legal advisor to seek ongoing assistance on SDP Modern Slavery management support, with aim to better manage Modern Slavery compliance in the business and adapt to any changes of the review.

SDP read with interest the report of the Human Rights Law Centre, entitled *Paper Promises? Evaluating the early impact of Australia's Modern Slavery Act* (published in February 2022) in order to improve its own compliance with, and practices, relative to Modern Slavery.

Approval

This joint statement has been approved by the Board of Directors of each of the following entities on 19 September 2024:

- SDP Holdco Pty Ltd (ACN 158 076 843).
- Sydney Desalination Plant Pty Ltd (ACN 125 935 177).
- SDP Australia No.1 Pty Limited (ABN 78 624 985 316) acting in its capacity as the trustee for SDP Pipeline Hold Trust.
- SDP Australia No.2 Pty Limited (ABN 24 771 467 876) acting in its capacity as the trustee for SDP Assets Hold Trust.
- SDP Australia No 3 Pty Limited (ACN 158 077 411) acting in its capacity as the trustee for SDP Pipeline Trust (ABN 70 739 015 449).
- SDP Australia No. 4 Pty Limited (ABN 43 885 660 358) acting in its capacity as the trustee for SDP Assets Trust.
- SDP Finco Pty Limited (ABN 27 158 077 073).


Patricia McKenzie (C/S, 2024 15:41 GMT+10)

Patricia McKenzie

Chair and Director

On behalf of SDP Holdco Pty Ltd;
Sydney Desalination Plant Pty Limited;
SDP Australia No.1 Pty Limited as the Trustee for SDP Pipeline Hold Trust;
SDP Australia No.2 Pty Limited as the trustee for SDP Assets Hold Trust;
SDP Australia No 3 Pty Limited as the Trustee of SDP Pipeline Trust;
SDP Australia No. 4 Pty Limited as the Trustee for SDP Assets Trust; and
SDP Finco Pty Limited.






SDP FY2024 Modern Slavery Statement_clean (00128323.DOCX;1)

Final Audit Report

2024-10-03

| | |
|-----------------|--|
| Created: | 2024-09-20 |
| By: | Ilyas Mukhamadyarov (ilyas.mukhamadyarov@sydneydesal.com.au) |
| Status: | Signed |
| Transaction ID: | CBJCHBCAABAAyIrfUHQ7IE2QSj-HnUYpNDWI8OclrkP_ |

"SDP FY2024 Modern Slavery Statement_clean (00128323.DOCX;1)" History

-  Document created by Ilyas Mukhamadyarov (ilyas.mukhamadyarov@sydneydesal.com.au)
2024-09-20 - 3:45:23 AM GMT
-  Document emailed to Patricia McKenzie (pgmckenzie@bigpond.com) for signature
2024-09-20 - 3:45:28 AM GMT
-  Email viewed by Patricia McKenzie (pgmckenzie@bigpond.com)
2024-10-03 - 5:40:13 AM GMT
-  Document e-signed by Patricia McKenzie (pgmckenzie@bigpond.com)
Signature Date: 2024-10-03 - 5:41:03 AM GMT - Time Source: server
-  Agreement completed.
2024-10-03 - 5:41:03 AM GMT