

MODERN SLAVERY STATEMENT

2025



This statement, which meets the requirements of the *Australian Modern Slavery Act 2018 (Cth)*, describes the actions and intent of Bureau Veritas Pacific our associated operating entities, and our commitment to preventing modern slavery in all parts of our business and supply chains, as required under the Australian Modern Slavery Act 2018.

Entities covered by this statement:

- Bureau Veritas Australia Pty Ltd** ABN 15 090 874 570
- Bureau Veritas Asset Integrity & Reliability Services Pty Ltd** ABN 86 000 928 816
- Bureau Veritas Asset Integrity & Reliability Services Australia Pty Ltd** ABN 76 119 996 897
- Bureau Veritas Minerals Pty Ltd** ABN 30 008 127 802
- HDAA Pty Ltd** ABN 40 134 482 625
- McKenzie Group Consulting Pty Ltd** ABN 77 092 469 344
- McKenzie Group Consulting (NSW) Pty Ltd** ABN 53 093 211 995
- McKenzie Group Consulting (QLD) Pty Ltd** ABN 30 140 159 486
- McKenzie Group Consulting (VIC) Pty Ltd** ABN 49 093 211 977
- McKenzie Group Consulting (Compliance) Pty Ltd** ABN 59 672 602 550
- Bureau Veritas Buildings & Infrastructure Pty Ltd** ABN 29 003 764 770







We have consulted with all entities in the preparation of this statement.



INTRODUCTION

Bureau Veritas is a global testing, inspection, and certification company that has a significant presence in the Pacific region. The Pacific region for Bureau Veritas includes countries such as Australia, New Zealand, and various island nations.

In the Pacific region, Bureau Veritas provides a wide range of services across several industries, including:

-  Commodities - Inspection, testing, and certification services for the trading of commodities like minerals, metals, and agricultural products.
-  Industry - Asset integrity management, process safety, and regulatory compliance services for industrial facilities.
-  Buildings & Infrastructure - Building surveying, construction site supervision, and infrastructure testing and inspection.
-  Certification - 3rd party management systems certification, health and human services accreditation and certification, product certification, sustainability services, training and 2nd party audits.
-  Energy - We provide advisory and technical support to renewable assets across their lifecycle. From feasibility to lenders and owner's engineering to asset life extension and repowering.
-  Consumer Products - Testing and certification for consumer goods and products.

Bureau Veritas plays an important role in ensuring the quality, safety, environment, and social responsibility compliance of a wide range of products, assets and operations throughout the Pacific region.

As a global leader in testing, inspection, and certification which includes social auditing solutions, we have a responsibility to ensure that modern slavery and human trafficking are not present in our operations of supply chains.

This statement outlines the steps Bureau Veritas has taken to identify, prevent, and address the risks of modern slavery within our Pacific region business.

OUR BUSINESS AND SUPPLY CHAINS

Bureau Veritas has a significant presence in the Pacific region, with major operations in Australia, New Zealand, and various island nations. Our services span a wide range of industries, including commodities, industry, buildings & infrastructure, certification, and consumer products.

To deliver these services, we work with a network of suppliers, contractors, and business partners across the Pacific. This includes providers of professional services, laboratory equipment, facilities management, and other operational support.

REPORTING AND CONTINUOUS IMPROVEMENT

Bureau Veritas encourages our employees, suppliers, and other stakeholders to report any suspected instances of modern slavery through our confidential whistleblowing channels. All reports are thoroughly investigated, and appropriate actions are taken.

We are committed to continuously reviewing and improving our approach to addressing modern slavery. This includes monitoring regulatory developments, benchmarking against industry best practices, and incorporating learning to strengthen our processes.

Bureau Veritas is steadfast in our commitment to respecting human rights and preventing modern slavery. We will continue to enhance our efforts across the Pacific region to ensure our operations and supply chains remain free from exploitation.

POLICIES AND GOVERNANCE

Bureau Veritas is committed to upholding high ethical standards and respecting human rights throughout our operations. Our global Code of Ethics expressly prohibits the use of forced, bonded, or child labour.

At the regional level, we have established robust policies, procedures, and governance structures to identify, assess, and mitigate the risks of modern slavery. This includes:

- Supplier Code of Conduct requiring compliance with labour laws and human rights
- Pre-qualification and ongoing monitoring of supplier compliance
- Employee training on modern slavery indicators and reporting mechanisms
- Grievance channels for workers to raise concerns confidentially

In the event of a modern slavery tip off within our company or supply chain we will immediately initiate our remediation process. This includes a thorough and independent investigation to determine root cause, define short, medium and long term controls to prevent re-occurrence and course of action with the supplier and the effected people involved. BV will work with the supplier to educate where relevant and address the issue to the best of its influence.

CURRENT ACTIONS

Bureau Veritas has conducted a comprehensive risk assessment of its top fifty suppliers by expenditure. This internal assessment utilises qualitative methods to extrapolate risk data pertaining to industries and countries. We leverage publicly available information from respected sources such as the [Corruption Perception Index \(CPI\)](#), [Social Progress Index \(SPI\)](#), [Global Peace Index \(GPI\)](#), [Global Slavery Index \(GSI\)](#), and other reliable international databases to compile a country's risk rating.

■ Corruption Perceptions Index

This index ranks 180 countries and territories around the world by their perceived levels of public sector corruption, scoring on a scale from 0 (highly corrupt) to 100 (very clean). The CPI is calculated from 13 different data sources from 12 different institutions that have captured perceptions of corruption within the past two years. This index is updated annually.

■ Social Progress Index

This index ranks 169 countries fully and 27 countries partially against 12 components and 60 indicators to measure social performance. It measures the extent to which countries provide for the social and environmental needs of their citizens. The higher the score out of 100, the better performing the country is. This index is updated annually.

■ Global Peace Index

This index covers 163 countries comprising 99.7% of the world's population, using 23 qualitative and quantitative indicators from highly respected sources, and measures the state of peace across three domains: the level of societal safety and security; the extent of ongoing domestic and international conflict; and the degree of militarisation. The lower the score is, the more peaceful the country is. This index is updated annually to indicate the level of peacefulness in those countries.

■ Global Slavery Index

This index estimates the prevalence by measuring vulnerability and government responses within each country. It ranks 167 countries by estimating the prevalence in each country. The lower the ranking, the higher the prevalence in that country. This index is updated on a more ad hoc basis every few years.

This rating system assigns numerical rankings to countries based on their risk levels of modern slavery, categorised as high, medium, low, or no data.

Our industry risk rating analyses each industry based on the indicators and criteria below.

- whether industries rely heavily on low-skilled labour (often referred to as “THREE D” jobs, for “dirty, dangerous, and difficult”);
- whether industries are characterised by sharp seasonal or product life-cycle fluctuations in labour demand;
- whether industries are highly competitive with continual downward pressure on prices;
- whether industries rely heavily on overseas products in countries with lower labour standards or limited enforcement capacity;
- whether industries rely on labour recruiters or other third-party intermediaries to recruit, hire and/or manage their workforce;
- whether industries are known for long, complex and non-transparent supply chains; and
- other internet, research including but not limited to government/industry reports which disclose any specific industry’s modern slavery situation

When we consider a specific industry that we procure a product or service from, we examine if any of the points above are true for that industry. A risk rating of high, medium, low or no data is denoted to the industry dependent on how many of the indicators above are met.

These country and industry risk ratings are integrated into our risk matrix to generate an overall risk assessment for each supplier. Amongst our top fifty suppliers, 49 have operations in Australia, with one based in Singapore. The predominant supplier categories include Consumables, Equipment, and Servicing, encompassing chemical, electrical equipment, and laboratory equipment manufacturers.

Our country’s risk assessments indicate that both Australia and Singapore present low risks of modern slavery. When combined with industry-specific risks, our top 50 supplier base received a maximum overall risk rating of medium.

Of particular note is the labour hire and external subcontracting industry, identified as Bureau Veritas’ highest risk sector. It is important to highlight that Bureau Veritas maintains Enterprise Bargaining Agreements (EBA) with each labour hire provider to ensure adherence to ethical standards.

In addition to the risk assessment, Bureau Veritas has pre-qualification supplier checks in place. When onboarding a new supplier into our system, Bureau Veritas requires suppliers to sign onto our Code of Ethics.

OUR CODE OF ETHICS HAS FOUR MAIN PILLARS



Being Fair
Integrity



Being Active
Against Corruption



Being Compliant
Conformity



Being Responsible
Corporate Social Responsibility

The Code of Ethics outlines our expectations of suppliers, what they can and cannot do. It is also explained within this document our Whistleblower program and who to contact if suppliers or stakeholders wish to report a breach.

Secondly, Bureau Veritas suppliers must also accept our Business Partner Code of Conduct (BPCC) which outlines the relevant principles contained in both Bureau Veritas’ Code of Ethics and our Human Rights Policy.

Additionally, our supplier registration form requests information from onboarding suppliers about their health, safety and environmental performance. Health and safety standards are inherently linked to modern slavery indicators, so this is an important aspect to measure.

REMEDIATION PROCESS

If Bureau Veritas is to receive a tip off through our whistleblower hotline or an alternative channel, we will follow the steps below to ensure the tip off is adequately investigated and people in our supply chain are safe.

Firstly, once a tip off has been received a team will be established from Legal, HR, Health and Safety, Procurement, and the contract manager (if applicable) to investigate the tip off further. This team will assess the validity of the claim, engage the relevant stakeholders, and acknowledge receipt of tip off to the complainant.

Secondly, the team will investigate the claim further and speak with the involved parties to understand the issue at hand. The team will also seek to understand if Bureau Veritas may have unknowingly caused, contributed, or is directly linked to the harmful situation. They will also engage a third-party subject matter expert if necessary. The team's main objective will be to ensure workers are safe.

Once the team have confirmed the allegation and any potential involvement, they may have the next step they will take is to support the effected worker/s through facilitating access to healthcare, accommodation, transport, counselling, or emergency funds. Once the appropriate measures have been taken to care for the effected parties, the team will assess the business relationship with the accused stakeholder. If there is admittance of guilt and a chance for remediation Bureau Veritas will work with the accused stakeholder to educate and uplift their internal standards. However, if there is little to no acceptance of wrongdoing and no commitment to change then Bureau Veritas will cease their contract with that stakeholder.

Finally, the team will debrief and review the process after every tip off to analyse the effectiveness of the remediation plan and improve the processes if necessary.

MEASURING EFFECTIVENESS

We regularly assess the effectiveness of our actions to address modern slavery risks through ongoing monitoring and review processes. This includes periodic reporting to and oversight by the Executive Committee, which evaluates key metrics, identified risks, remediation activities, and progress against our commitments. These reviews enable us to identify areas for improvement, strengthen our controls, and ensure our approach remains responsive to evolving risks across our operations and supply chain.

»»» NEXT STEPS

Now that Bureau Veritas has completed our risk assessment, we plan to target our medium risk suppliers with self-assessment questionnaires. Their responses will be reviewed and any follow-up actions, such as audits, required will be undertaken by a third party.

Additionally, in the next reporting period, we plan to enhance our supplier pre-qualification onboarding to include a question requesting their modern slavery statement so that Bureau Veritas can ensure they're partnering with like-minded companies who are also committed to combatting modern slavery.

This Modern Slavery statement represents the Bureau Veritas Pacific Region for the financial year ending 30 June 2025. It was approved by the Board of Bureau Veritas Australia on 1 July 2025, and we will publish it on our website for public transparency and accountability.



Andrew Mortimore

Chief Executive, Bureau Veritas Pacific

Signed for on behalf of the Board of Directors