



MODERN SLAVERY STATEMENT FY23



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MESSAGE FROM THE CEO

At Enviropacific, we support the principles outlined in the Modern Slavery Act 2018, recognising the grave infringements upon individuals' human rights and dignity. We are steadfastly opposed to various exploitative practices condemned by the Act, such as human trafficking, slavery, servitude, forced labor, and debt bondage.

Our unwavering commitment extends to fostering the highest standards of ethical conduct and social responsibility. We pledge that both our business and those within our supply chains adhere to principles grounded in integrity and ethical practices. This commitment is not just a statement; it is a testament to our ongoing dedication, evident through our Annual Modern Slavery Statement.

We affirm our dedication to combating modern slavery and ensuring that our business operations align with the values of integrity, ethics, and social responsibility.

A handwritten signature in blue ink, appearing to read 'D. Tucker', positioned above the printed name and title.

David Tucker
Managing Director & CEO

Approved by the Board on 22 December 2023.

CREATING SAFER AND SUSTAINABLE ENVIRONMENTS FOR COMMUNITIES

Enviropacific is environmentally-focussed services business delivering specialist engineering and applied science solutions to make our environments safer and communities sustainable.

We are a trusted, long-term provider to the public and private sectors and manage some of the most complex environmental projects and fuel facilities in Australia.

We challenge conventional thinking and leverage best practice in our design, applied science, engineering and project management. We deliver best in class, value-for-money solutions on time and on budget.

Our specialist services include:

- ▶ Remediation of contaminated sites
- ▶ Site enabling works including demolition and hazardous materials management
- ▶ Design, construction and operation of water treatment plants designed drinking, waste and construction waters.
- ▶ Fuel maintenance, at defence, industrial fuel facilities.
- ▶ Treatment of contaminated soils, industrial waste and liquids at our SOLVE permanent waste facility.



WE ARE ENVIRONMENTAL EXPERTS IMPROVING SPACES FOR FUTURE BENEFICIAL USE

EVERYTHING WE DO IS UNDERPINNED BY OUR CORE PRINCIPLES:

▶ **People First** - We invest in our people: their safety, their work environment and their personal and professional development.

▶ **Customer Focus** - We deliver what we promise and operate with integrity to provide high-quality, innovative, value-for-money solutions.

▶ **Team Effort** - Together, we achieve more. Through effective leadership, we build our multi-disciplinary project teams on a strong foundation of trust, respect, mutual responsibility and genuine collaboration.

▶ **Creative Thinking** - We have the courage to challenge conventional thinking, to innovate and continuously improve.

Founded in 2001, Enviropacific has grown to become a trusted, full-service provider to the public and private sectors. We are focused on providing innovative, safe and consistent solutions to our clients' projects and challenges. To do this, we engage as early as possible with clients to capitalise on innovative project design. We then successfully execute the project, delivering a positive outcome because of our client focused solutions.

We have over 30 industry specific licenses, which allow us to deliver our services without compromise or delay. These licences span specialist service areas including demolition, hazardous materials, waste and water treatment. Our projects span from one day emergency response to multi-year transformations.

Our integrated HSEQ system is locally and globally accredited. Our commitment to making communities healthier and safer is upheld by all.

We provide uninterrupted support for customers' complex projects across Australia through our specialty plant and equipment, delivered by our highly experienced team. We are able to rapidly respond to project needs, delivering a bespoke solutions across projects of all types, scales and complexities.

OVER

5,000

PROJECTS SUCCESSFULLY DELIVERED

FOUNDED IN

2001

REPORTING ENTITY

The reporting entity is Enviropacific Services Limited (ACN 111 372 064) whose registered office is at Level 5, 123 Epping Road Macquarie Park NSW 2113 (Enviropacific/the company/we/our). This Modern Slavery Statement covers the Enviropacific and all of its Related Body Corporates (as defined by the Corporations Act 2001 (Cth)). This Modern Slavery Statement is made pursuant to the Modern Slavery Act 2018 (Cth).

OPERATIONS AND SUPPLY CHAIN

Enviropacific is one of Australia's leading environmentally focused service businesses, delivering sustainable engineering and applied science solutions, for the prevention and remediation of solid and liquid contamination. Enviropacific was established in 2001 and has completed more than 5,000 projects for its customers.

Enviropacific is headquartered in Sydney and employs more than 350 people. Enviropacific operates exclusively in Australia and has a diverse customer base across a range of sectors, including Government, Defence, Mining, Oil and Gas, Property, Infrastructure and Industrial sectors.

Enviropacific has a vast network of suppliers from whom it procures a range of goods and services. Enviropacific's supplier network is predominantly Australian and highly concentrated, with the top 10 creditors representing almost a third of Enviropacific's total spend.

Enviropacific's procurement is largely comprised of the following goods and services;

- Financial services;
- Technology products and services
- Marketing and events
- Office management
- Corporate real estate leasing
- Professional services
- Travel and transport Services
- Subcontracting services
- Plant and equipment
- Disposal services

PROCESS OF CONSULTATION

Enviropacific's Related Body Corporates are not engaged in any material operations. During the most recent reporting period, Enviropacific continued to place emphasis on the importance of identifying and addressing modern slavery risks within our operations. Our consultation process is designed to gather insights and feedback from within the organisation in relation to any breach of legislative requirements, including modern slavery, whilst respecting the need for confidentiality.

This statement is approved by the board of directors of Enviropacific. The process of addressing modern slavery risks involves the following key elements:

1. Stakeholder Management

Enviropacific identifies internal stakeholders who are involved in operations and may have insights into modern slavery risks. These internal stakeholders include employees at various levels, management, and board members.

2. Confidential Channels

Through its Whistleblower Policy, Enviropacific provides confidential channels for internal stakeholders to provide feedback, raise concerns, or share insights regarding potential modern slavery risks. These channels are designed to protect the anonymity and confidentiality of those who wish to report issues.

3. Reporting and Response

Any concerns relating to modern slavery risks are taken seriously and are subject to an internal assessment. If issues were to be identified, Enviropacific is committed to taking appropriate remedial action, following our established protocols. Enviropacific confirms that it has not received any notices of concern in relation to modern slavery risks.

4. Training and Awareness

Enviropacific provides regular training to its employees and internal stakeholders on a variety of issues.

5. Ongoing Review

Enviropacific's consultation process is an ongoing and adaptive effort. We continuously assess the effectiveness of our internal dialogue and make improvements as necessary to strengthen our approach and to achieve greater effectiveness.



OVER
400
EXPERIENCED
EMPLOYEES NATIONALLY

OVER
97%
LOCAL SUPPLIERS



OVER
5,000
PROJECTS
SUCCESSFULLY DELIVERED

SUPPORTING
OVER
4,000
LOCAL BUSINESSES



RISK MANAGEMENT APPROACH

The board of Enviropacific is responsible for the corporate governance of the company. The board approves all of Enviropacific's key operating policies to ensure the company acts at all times in a legal and ethical manner, underpinned by its core values.

Given that we have not identified any breach of modern slavery legislation, we have used this reporting period to maintain and update our current controls and providing more training, awareness, and commitment within our team. In FY23, Enviropacific launched MyKnowledge, an online training platform designed to ensure that all Enviropacific employees possess the necessary compliance and competence in understanding Enviropacific's policies, procedures and standards. The MyKnowledge program offers a variety of resources and guidance on various aspects of the business.

With the introduction of MyKnowledge, Enviropacific employees now have access to regular supplementary training materials that are relevant to their specific roles, enabling them to obtain a better understanding of their responsibilities and governance requirements. By utilising MyKnowledge, Enviropacific aims to foster a culture of continuous learning and development among its workforce.

In this reporting period Enviropacific introduced the following mandatory online MyKnowledge training;

- Enviropacific Induction – This module provides an overview of Enviropacific's key values, purpose, and core services.
- Commercial Policy – This module delves into the process of reviewing and approving contracts. Its purpose is to ensure that the contracts entered into by Enviropacific are on commercially sound terms, with a fair distribution of contractual risk.
- Code of Conduct – The Code of Conduct sets out the specific requirements and expectations of behaviour at Enviropacific. The Code of Conduct applies to all employees, directors, contractors, consultants, and others who act on behalf of Enviropacific, or under its instruction (Applicable

Persons). Enviropacific expects Applicable Persons to understand and comply with the Code of Conduct.

- Anti-Bribery and Corruption Policy – This Policy has been implemented to assist Enviropacific's employees, directors, contractors, consultants, and other persons that act on behalf of Enviropacific and its associates to understand and comply with anti-bribery and corruption laws.
- Whistleblower Policy – This Policy has been implemented to embed a process to address concerns regarding any business misconduct or improper state of affair or circumstance (including unethical, illegal, corrupt, or other inappropriate conduct) without fear of being subject to victimisation, harassment, discriminatory or detrimental treatment.
- Diversity and Inclusion Policy – This Policy sets out Enviropacific's commitment to fostering a working environment in which all employees are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute positively to the organisation's ongoing success. This policy underpins Enviropacific's operations and business practices, including its approach to procurement.

Overall, Enviropacific's introduction of the MyKnowledge platform demonstrates its commitment to ensuring that all employees are well-informed, compliant, and equipped to meet the company's standards. Furthermore, each employee, both new and existing, is required complete the new Employee Induction and agree to the Employee Commitment Letter. This letter requires employees to acknowledge they have completed the training and commit that they will comply with our policies.

In FY23, Enviropacific's board performed an evaluation and update of its key operating policies, including the Anti-Bribery and Corruption Policy.

CODE OF CONDUCT

The Code of Conduct sets out the requirements and expectations of behaviour at Enviropacific. The Code applies to all employees, directors, contractors, consultants and others who act on behalf of Enviropacific under its instruction (Applicable Persons). Enviropacific expects Applicable Persons to understand and comply with the Code, act in accordance with Enviropacific Principles of People First, Team Effort, Creative Thinking and Customer Focused, and perform their duties with honesty and integrity in all areas.

WHISTLEBLOWER POLICY

This Policy has been implemented to ensure individuals can raise concerns regarding any business misconduct or improper state of affair or circumstance (including unethical, illegal, corrupt or other inappropriate conduct) without being subject to victimisation, harassment, discriminatory or detrimental treatment.

ANTI-BRIBERY AND CORRUPTION POLICY

This Policy has been implemented to assist Enviropacific's employees, directors, contractors, consultants and other persons that act on behalf of Enviropacific and its associates to understand and comply with anti-bribery and corruption laws.

DIVERSITY AND INCLUSION POLICY

This Policy sets out Enviropacific's commitment to fostering a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organisation's success. These policies underpin Enviropacific's operations and business practices, including its approach to procurement.



MODERN SLAVERY RISKS

Enviropacific recognises that modern slavery can exist within global supply chains. Enviropacific prioritises the use of local Australian suppliers to procure goods and services.

During FY23, approximately 97% of Enviropacific's total spend on goods and services was with 2,652 Australian suppliers. The remaining 3% of spend comprised of 20 international suppliers.

Australian suppliers are governed by Australian legislation, which affords a high level of protection to Australian workers. In particular, the Australian occupational work, health and safety legislation and employment law place extensive positive obligations on Australian businesses to keep Australian workers safe and ensure that they are treated fairly.

As a result, Australia has a low modern

slavery risk level and this is one of the reasons Enviropacific choose to keep our business within Australia whenever possible.

On this basis, Enviropacific considers that by engaging predominately Australian suppliers, its exposure to modern slavery risks is also low.

ACTIONS TAKEN AND EFFECTIVENESS ASSESSMENT

While Enviropacific considers its exposure to modern slavery risks is low, it has taken additional measures to address the residual risk and assess how effective our current controls are.

In FY23 Enviropacific did not receive any complaints or notifications in relation to modern slavery, furthermore we have not had any of our subconsultants, subcontractors or suppliers report any breach of the Modern Slavery Act 2018 (Cth). This supports and substantiates our view that the policies we have at different levels of the company are adequate in managing modern slavery risks.

We have conducted a review of our subcontract agreements, and we are satisfied that they adequately cover modern slavery risks and include reporting obligations.

Enviropacific requires its subconsultants, subcontractors and suppliers to provide contractual warranties agree and acknowledge that they will

not engage in any modern slavery practices and will take all reasonable steps to satisfy itself that its supply chains do not involve modern slavery practices.

Further, the subcontract agreements place positive obligations on those subconsultants, subcontractors and suppliers to adhere to Enviropacific's Code of Conduct, Anti-Bribery and Corruption Policy. Compliance with the provisions of Enviropacific's standard subcontract agreements ensure that the subconsultants, subcontractors and suppliers comply with international and domestic requirements relating to modern slavery.

In FY23 Enviropacific continued, as part of its normal course of business, to utilise these subcontract agreements with its subconsultants, subcontractors and suppliers. In FY24 Enviropacific will continue to monitor and assess its supply chain risks in respect of modern slavery.

ENVIROPACIFIC IS A ENVIRONMENTALLY-
FOCUSSED SERVICES BUSINESS DELIVERING
SUSTAINABLE ENGINEERING AND APPLIED
SCIENCE SOLUTIONS.

WE MAKE ENVIRONMENTS AND COMMUNITIES
SAFER AND SUSTAINABLE BY LEVERAGING
OUR KNOWLEDGE AND EXPERTISE TO
HELP PREVENT, STOP AND REVERSE
ENVIRONMENTAL DAMAGE.



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