

Modern Slavery Statement for Robson Civil Projects (Robson) Pty Ltd

1 Introduction

Robson Civil Projects Pty Ltd (Robson) is committed to ensuring that modern slavery, in any form, is not present in our operations or supply chains. This statement is made in accordance with the requirements of the Modern Slavery Act 2018 (Cth) and outlines the steps Robson is taking to identify, assess, and mitigate modern slavery risks within our business.

2 Our Structure and Operations

Robson Civil Projects is a privately owned civil construction company with over 60 years of experience in delivering projects across NSW. Our services span civil construction, infrastructure, earthworks, structures, subdivisions, and roadworks. Robson employs a direct workforce and works with subcontractors and suppliers to deliver high-quality outcomes for our clients.

3 Our Supply Chain

Robson works with a wide network of suppliers and subcontractors to source materials and services, including equipment, raw materials, and professional services. Our supply chain spans both local and international suppliers. Robson recognises that complex global supply chains may have modern slavery risks, especially where goods and services are sourced from regions with less stringent labour laws or oversight.

4 Risks of Modern Slavery in Our Operations and Supply Chain

Robson acknowledges that the construction industry is vulnerable to modern slavery risks, particularly in the areas of:

- Labour exploitation in construction activities, particularly where subcontracting occurs.
- Sourcing materials from suppliers, especially in countries where forced labour and child labour may be present.
- Use of temporary, migrant, or contract labour, which may involve higher risks of exploitation.

We are committed to continuously assessing and understanding these risks across our operations and supply chain.

5 Actions to Address Modern Slavery Risks

Robson is implementing the following actions to mitigate and address modern slavery risks:

5.1 Supply Chain Due Diligence:

- Conducting risk assessments of our suppliers and contractors, focusing on those in high-risk categories.
- Including modern slavery clauses in new supplier contracts to ensure compliance with ethical standards.

5.2 Supplier Engagement:

- Working collaboratively with suppliers to encourage transparency and compliance with modern slavery laws.

- Requesting suppliers provide evidence of their own modern slavery risk assessments and actions within the legislative parameters set out by government.

5.3 Training and Awareness:

- Providing training to employees and relevant stakeholders on identifying modern slavery risks and promoting awareness of modern slavery issues.
- Ensuring staff procuring materials are trained in responsible sourcing and ethical supply chain management.

5.4 Grievance Mechanism:

- Establishing a grievance reporting mechanism where employees, subcontractors, and suppliers can report any concerns about unethical practices or modern slavery.
- Ensuring complaints are investigated and appropriate action is taken.

6 Assessing Effectiveness

To assess the effectiveness of our modern slavery risk management efforts, Robson will:

- Review and monitor supplier compliance with contractual obligations related to modern slavery.
- Track and report on any instances of modern slavery identified and the steps taken to address them.
- Regularly review and update our internal policies and processes to ensure they remain effective and relevant to emerging risks.

7 Consultation and Collaboration

Robson recognises the importance of working collaboratively with industry peers, suppliers, and stakeholders to combat modern slavery. We engage in regular consultation with our suppliers and subcontractors and participate in industry forums to share best practices for addressing modern slavery risks.

8 Looking Forward

Robson is committed to ongoing improvement in the fight against modern slavery. In the coming years, we will continue to refine our risk assessment processes, strengthen our supplier relationships, and expand our employee training to ensure we uphold the highest standards of ethical conduct in all our operations.

9 Approval

This statement was approved by the Board of Robson Civil Projects Pty Ltd on 5 March 2025.



GRANT ROBSON
Managing Director
March 2025