



MODERN SLAVERY STATEMENT FOR THE YEAR ENDING 30 JUNE 2023

Cox Architecture Pty Ltd (ACN 002 535 891)

as The Trustee for the Philip Cox and Partners Unit Trust (ABN 78 426 372 646)

This statement has been developed to comply with the requirements of the Australian Modern Slavery Act 2018. It has been approved by the Cox Architecture Pty Ltd ('COX') Board of Management and signed by the Managing Partner.

Structure, Operations & Supply Chain

COX is one of the largest architectural practices in Australia with over 600 employees and directors across six offices in Australia. As a provider of services in architecture, planning, urban design and interior design, our operations rely on the talents of our teams of architects and designers. These teams are supported by our national shared services functions and operate under a standard set of policies and directives through a common quality management system. Using this approach ensures that all our employees and directors operate to a high standard.

Our operations are also supported by:

- Subconsultants in providing our client services
- Organisations, including labour suppliers and documentation outsourcing, that provide services to support the delivery of our projects
- Support services and product suppliers providing, for example, facilities management, office supplies, catering, ICT equipment and services, professional advice, and travel services.

Risk Assessment

We consider the risks of modern slavery and human trafficking in our operations and supply chain to be low. There are however parts of our operations that we are mindful have the potential for increased risk. These include:

- The use of subconsultants, particularly overseas
- The sourcing of support services in lower-wage industries such as cleaning services and office supplies
- The sourcing of ICT hardware with complex international supply chains
- The sourcing of materials recommended as part of our designs



Risk Mitigation

Our operations function under one common quality management system with which all employees and directors must comply. We have policies, procedures, and training on how we operate, act, and behave including a Code of Conduct and policies on Modern Slavery, Equal Opportunity, Anti Bullying and Harassment, and Recruitment.

We also seek contractual terms with our subconsultants and suppliers of services and products, which align with our standards and principles and minimise the risk of modern slavery in our supply chain.

We complete a modern slavery risk assessment for all our significant suppliers using a low/medium/high ranking system. We do not trade with suppliers assessed as high risk and take further mitigating actions for those assessed as medium risk. These actions include working with the supplier to further understand their supply chain and the actions they are taking to reduce the risk. Every year we review all our significant suppliers (approximately 95% of our expenditure) to ensure no new risks have materialised.

Effectiveness of our approach

We monitor our supplier's performance and the services they provide us. We also monitor our employment and procurement processes. Regular third-party audits verify compliance of our quality, environmental, and workplace health and safety management systems with relevant international standards.

We are committed to the prevention of modern slavery and human trafficking and continue to investigate areas to improve our understanding of our supply chains. We are also collaborating with other architectural practices to investigate how we can collect and share information on potential modern slavery risks in the sourcing of materials and products recommended in our designs.

We have actively engaged and consulted with the entities we own or control in the development of this statement.

This statement is approved and signed by:

A handwritten signature in black ink, appearing to read 'Ian Smith'.

Ian Smith
Managing Partner
Cox Architecture Pty Ltd
27 November 2023