

SUEZ MODERN SLAVERY STATEMENT 2024



ACKNOWLEDGEMENT

OF COUNTRY

At SUEZ Australia and New Zealand, we acknowledge the Traditional Custodians of the lands and waters across Australia, and we recognise their enduring connection to country, community, and culture.

We honour First Nations Peoples for their care of the environment over countless generations, a connection to resources and to life that inspires our own work to protect and sustain water, land and ecosystems for future generations.

We pay our deepest respects to Elders past and present, and we commit to listening, learning, and walking together towards a future that is more connected and sustainable for everyone.



ABOUT THIS STATEMENT AND APPROVAL

This modern slavery statement (**Statement**) is made in compliance with the Modern Slavery Act 2018 (Cth) (**Act**) as a joint statement on behalf of all SUEZ ANZ's¹ subsidiaries and the following reporting entities:

- 1. SUEZ ANZ HOLDINGS PTY LTD**
ACN 653 823 726
- 2. SUEZ WATER PTY LTD**
ACN 051 950 068
- 3. LYONNAISE (PROSPECT) PTY LTD**
ACN 058 521 630
- 4. SUEZ WATER (PROSPECT) HOLDINGS PTY LTD**
ACN 154 816 181

This statement has been prepared for the calendar year ended 31 December 2024 and has been approved by the Board of SUEZ ANZ Holdings Pty Ltd and SUEZ Water Pty Ltd as the principal governing body, together with the Chief Executive Officer of SUEZ Australia and New Zealand (SUEZ ANZ).

Kevin Werksman
Chief Executive Officer
3 September 2025

CONTENTS OF STATEMENT

Requirements of the Act	SUEZ ANZ Statement Section	Page
Section 16 (1) (a) Identify the reporting entity or entities	About this Statement and Approval	3
	Message from the Chief Executive Officer	4
Section 16 (1) (b) Describe the structure, operations and supply chains of the reporting entity/entities	About SUEZ ANZ	5
Section 16 (1) (c) Describe the risks of modern slavery practices	SUEZ ANZ Supply Chain	7
	SUEZ ANZ Modern Slavery Risks	8
Section 16 (1) (d) Describe the actions to assess and address risks, including due diligence and remediation	SUEZ ANZ Risk Assessment, Mitigation and Remediation of Modern Slavery Risks	9
Section 16 (1) (e) How we assess the effectiveness of the actions taken to assess and address modern slavery risks	SUEZ ANZ Assessment of Effectiveness	15
Section 16 (1) (f) Consultation with other entities	Consultation across SUEZ	15
Section 16 (1) (g) Other relevant information	-	-

¹ All references to SUEZ ANZ refer to SUEZ ANZ Holdings Pty Ltd (ACN 653 823 726) and its subsidiaries, unless otherwise stated.

MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

At SUEZ Australia and New Zealand, we protect what matters most: people, resources, communities, and the future of our environment.

We're proud to operate in every part of the water and resource cycle, treating drinking water, recycling wastewater, recovering energy from waste, and building smarter digital solutions. Our work keeps taps running, industries thriving, and ecosystems resilient. But it also demands more from us - a deep commitment to integrity, respect, and human rights at every step.

Modern slavery, in any form, has no place in the future we are connecting to create.

At SUEZ, we are operators at heart. We pride ourselves on building trusted, lasting partnerships. That means we're not content to do the bare minimum. Together, we're building a system that expects, demands and supports ethical conduct from the start.

Our promise of Connecting to Create a Better Future extends beyond critical infrastructure or innovation. It's about creating a future where dignity, fairness and opportunity are non-negotiable, where the value we create is shared and safeguarded, and where progress is built on ethics as much as it is on engineering.

We're deeply proud of the people who power our business across Australia and New Zealand - from the remote regions of Western Australia to the bustling Big Smoke of Sydney and Melbourne, to the heart of New Zealand's cities. We operate on the ground, side-by-side with the communities we serve, seeing the impact of our work every day, and we know that trust is built through action, not words. That's why we have embedded respect for human rights deeper into our operations and our culture, making it part of how we deliver for **our clients, our partners, and our people.**

This is a responsibility we carry proudly. Because the future we're helping to build must be safe, ethical, and just - for everyone.

Together, we are taking action. We are not just managing water, waste, and energy - we are building a more ethical, sustainable, and connected future.



'Building a better future
starts with protecting every
person connected to our work.'

Kevin Werksman
Chief Executive Officer, SUEZ ANZ

ABOUT SUEZ AUSTRALIA AND NEW ZEALAND

Our structure

We are proud to be part of the global SUEZ Group - a company with more than 160 years of experience delivering essential water and environmental services around the world. Operating in more than 40 countries, the Group brings together expertise, innovation and a shared commitment to protecting vital resources and strengthening communities.

SUEZ Group is supported by a consortium of strong, purpose-driven shareholders who believe in sustainable infrastructure and long-term value creation:

19%

Caisse des Dépôts

A French public financial institution investing in community-focused and environmental projects.

39%

Global Infrastructure Partners

A leading independent fund manager specialising in essential sectors like water, transport and energy.

39%

Meridiam

A global investment fund committed to creating sustainable infrastructure and improving quality of life.

3%

Go SUEZ 2022

An employee shareholding initiative, demonstrating our strong internal culture and commitment to collective success.

This backing allows us to operate with independence, ambition and a focus on **delivering practical, future-ready solutions for the communities we serve**.

Here in Australia and New Zealand, we combine global strength with strong local partnerships. Our promise of **Connecting to Create a Better Future** drives everything we do - from managing critical infrastructure to helping lead the transition to a more circular, sustainable economy.

Our services

We work across the entire lifecycle of an asset - from design, procurement and engineering to construction, operations and maintenance - we know and understand the whole water cycle value chain.

Wherever we are engaged, we are there every step of the way, partnering closely with our clients to deliver long-term value, resilience and sustainability.

Our services cover the full spectrum of water, wastewater and resource recovery needs:

- **Supplying safe drinking water** for healthy communities through high-performance treatment facilities and network management.
- **Driving performance in seawater desalination**, securing vital drinking water supplies even in times of drought.
- **Building trust in water reuse**, with advanced wastewater recycling and tailored reuse programs for local councils, industries and communities.
- **Recovering critical resources** through circular biofactories and biosolids management, helping to close resource loops and reduce waste.
- **Building transformative partnerships**, delivering performance-driven, future-ready solutions alongside utilities, government and industry partners.
- **Improving water network management** with ice pigging, real-time monitoring, leak detection, smart metering and predictive asset optimisation.
- **Adopting automation and digitalisation** across operations to improve efficiency, resilience and service reliability.
- **Protecting communities against emerging pollutants**, with best-in-class treatment of PFAS, microplastics and other contaminants.
- **Embedding climate, nature and social outcomes** into every project, contributing to a more resilient, inclusive and sustainable future.

From delivering Australia's first Build Own Operate Transfer (BOOT) water project at Prospect, to operating two of the nation's major desalination plants in Western Australia and Victoria, to leading the deployment of smart water networks, we bring real operational insight and practical innovation to everything we do.

At SUEZ Australia and New Zealand (SUEZ ANZ), we believe that **connecting people, resources and technology is key to shaping a better tomorrow**, and we are proud to deliver essential services that protect and create value for generations to come.

Our operations

With more than 40 years of experience in Australia and New Zealand, we operate some of the region's most critical water and resource assets.

Our 420-strong local team is embedded in the cities, regions and communities where we work, delivering safe, reliable and sustainable services every day.

We manage seawater desalination plants, water treatment plants, smart water networks, resource recovery facilities and biosolids solutions that strengthen community resilience and environmental outcomes.

We bring a proud operator's mindset to everything we do, backed by **deep technical expertise** and a relentless **focus on safety, performance and sustainability**.

Today, our operations help deliver essential services to millions:

14M

have access to drinking water through plants we operate.

3.5M+

benefit from the wastewater treatment services we provide.

SUEZ ANZ

FACILITIES MAP



H Head Office

01 Prospect Water Filtration Plant

02 Victorian Desalination Project

03 Boneo Water Recycling Plant

04 Adelaide Service Delivery

05 Perth Seawater Desalination Plant

06 Noosa Wastewater Treatment Plant

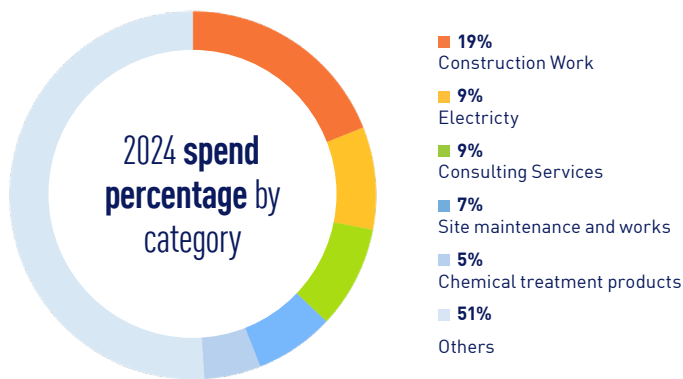
07 Kooragang Industrial Water Scheme

08 Gisborne Recycled Water Plant

09 Goulburn Valley Water

SUEZ ANZ SUPPLY CHAIN

In 2024, we collaborated with over 612 suppliers, spending more than **AUD \$95 million** from the period 1st January until 31st December 2024. The chart below illustrates the percentage of our top spend by category.



At SUEZ ANZ, we expect all entities in our supply chain to conduct their activities in accordance with the Modern Slavery Act 2018 (Cth) and our template contracts used to engage our subcontractors and suppliers reflects this requirement.

Most of our suppliers (93.9%) are in Australia, which greatly reduces the risk of modern slavery in our supply chain.

We do engage suppliers from other jurisdictions as follows:

93.90% AUSTRALIA

3.35% NEW ZEALAND

0.54% EUROPE

0.42% UNITED STATES

0.24% UNITED ARAB EMIRATES

0.12% SINGAPORE

Our supply chain encompasses a diverse range of suppliers and subcontractors, including:

1. Chemical and Treatment Product Suppliers: We require essential chemicals and products for water and wastewater treatment processes.

2. Consulting Services: when additional expertise is required in engineering, environmental management, and other specialised areas.

3. Plant Equipment Providers: supplying machinery and equipment necessary for the operation of treatment facilities.

4. Site Maintenance Services: to ensure the upkeep and functionality of operational sites.



SUEZ ANZ MODERN SLAVERY RISKS

As a result of our risk analysis, we have identified the following potential for modern slavery risks in our supply chain:



LABOUR

Labour in the construction industry is often outsourced to third-party contractors, with a significant portion of the workforce made up of foreign workers on temporary visas. Due to the short-term nature of projects, these workers may face greater vulnerability to exploitative practices, particularly where language barriers, limited local experience, or lack of awareness of workplace rights exist.



CHEMICAL AND EQUIPMENT

The supply chains for water treatment chemicals, pumps, valves and electronic components can extend into countries where labour protections and regulatory standards are less stringent. For example, the mining and processing of chemicals such as fluoride often occurs in higher-risk geographies, increasing the potential for exploitative labour practices.



IT HARDWARE

The extraction of raw materials used in IT hardware, such as rare earth metals and minerals, is linked to forced labour and child labour risks in some mining regions. Electronics manufacturing often occurs in countries where labour standards are lower or inconsistently enforced, increasing the potential for exploitative working conditions.



CLEANING SERVICES

The cleaning sector often relies on a high proportion of migrant workers, some of whom may face barriers to understanding their rights and protections under Australian law, increasing their potential vulnerability to exploitation.



PPE & WORKWEAR

Supply chains for personal protective equipment and workwear are exposed to potential modern slavery risks, particularly where raw materials like cotton, polyester and rubber are sourced from high-risk regions with documented forced labour concerns. Clothing production often takes place in low-cost manufacturing hubs, where poor working conditions, child labour and wage exploitation can occur. Extensive subcontracting across apparel supply chains can also make it difficult to maintain transparency and oversight of labour practices.



SUEZ ANZ RISK ASSESSMENT, MITIGATION AND REMEDIATION OF MODERN SLAVERY RISK

Our governance mechanisms inform our approach to risk assessment and mitigation of modern slavery risk.

We use the **SUEZ Ethics Charter** as our **global standard**, setting the minimum expectations for safe work practices, ethical behaviour, and compliance with laws and regulations across all our operations.

Our commitment is further strengthened by SUEZ Group's membership in the United Nations Global Compact, reinforcing our alignment with internationally recognised principles on human rights, labour, environment and anti-corruption.

We implement and integrate the **Ethics Charter** through the governance mechanisms of SUEZ Group, providing a strong framework to support how we manage modern slavery risk, as set out on page 12 of this statement.

We continue to uphold our commitments and maintain a strong focus on embedding ethical practices into every part of our business.



Objective

Group Vigilance Plan

In 2023, SUEZ Group published the new vigilance plan covering the activities of all its subsidiaries. The Plan helps **identify and prevent the risks** of negative impacts on people and the environment that would result from the activities of the SUEZ Group, its subcontractors and suppliers.

The list of risks has been drawn up in line with the **United Nations Guiding Principles Reporting Framework** and adapted to our specific activities:



Source of Commitments from SUEZ Group

The commitment to responsibilities set out in the Plan are based on the following reference frameworks:

- The Universal Declaration of Human Rights and additional pacts,
- The International Labour Organization (ILO) conventions,
- The Charter of Fundamental Rights of the European Union,
- The Organization for Economic Co-operation and Development,
- (OECD) Guidelines for Multinational companies,
- The United Nations Convention against Corruption,
- The French law on Duty of Vigilance and similar regulations in Britain and Australia (Modern Slavery Acts),
- The commitments voluntarily made by SUEZ within the framework of its Sustainable Development Roadmap, its adherence to the 10 principles of the United Nations Global Compact, or the Act4 Nature International initiative, and
- The [Purpose](#) of the SUEZ Group.

United Nations Global Compact

SUEZ Group has renewed its commitment and continues to be a member of United Nations Global Compact since 2008. Annual reporting on SUEZ Group’s Communication on Progress in:

- Upholding and implementing the 10 Principals of the UN Global Compact, and
- Integrating UN Sustainable Development Goals into its business.

The 10 Principles of the United Nations Global Compact are derived from:

- The Universal Declaration of Human Rights,
- The International Labour Organization’s Declaration on Fundamental Principles and Rights at Work,
- The Rio Declaration on Environment and Development, and
- The United Nations Convention Against Corruption.



Objective

Corporate Social Responsibility

Our **Sustainable Development Roadmap** is built around three strategic levers and eight clear commitments, providing a structured framework for how we create environmental, social and economic value. This approach guides our actions, helping us deliver practical, measurable outcomes **across every part of our business**.

Commitments	Indicators	Targets
01 Enforce basic rights among our value chain	# of basic rights infringements	0.00 from 2024
	# of corruption cases	
	% of FTEs ⁽¹⁾ covered by a social dialogue mechanism	> 92 by 2027
	% of at-risk suppliers monitored	100 % by 2027
02 Make Health & Safety our top priority each and every day	Frequency rate	0.00 from 2024
	Severity rate	0.00 from 2024
03 Upskill our teams	% of people trained in the workforce per year	80 % from 2024
04 Promote equal opportunities	% of FTEs ⁽¹⁾ in the workforce of people with disabilities (Global)	> 4 % by 2027
05 Eliminate the gender gap	% of women in management positions	> 40 % by 2027
	Global gender pay gap (Global)	> 85 by 2027
06 Foster collective engagement	% of Employees' shareholding	10 % by 2029 ⁽²⁾
	# of hours of voluntary work from SUEZ employees with local associations/causes	0 in 2024
	Engagement rate (Pulse)	+10 vs benchmark from 2024
	Net promoter score	Same as 2023
07 Support access to basic services in most critical situations	% of customers (water and sanitation services) covered by a solidarity mechanism	100% of new contracts covered ⁽³⁾ from 2023
	% of water distribution contracts 'profiled' towards water poverty (ie. mapping of areas at risk regarding availability, accessibility or affordability of services)	100 % by 2027
08 Contribute to local wealth and inclusion for all	% of FTEs ⁽²⁾ paid at a decent wage (after 2 years of operation, in countries where legal minimum is either too low or non-existent)	100 % by 2027
	% of local SMEs among suppliers	20% of spending allocated to local SMEs by 2027
	# of beneficiaries of SUEZ inclusive structures and job inclusion programs	5,000 persons per year by 2027
	€ spent with inclusive structures (ie. employing vulnerable people; work reintegration facilities [ESATs] in France)	AUD spent employing vulnerable people \$28,007

Source of Commitments from SUEZ Group

Our commitments to Corporate Social Responsibility are aligned with the United Nations Sustainable Development Goals set out below:



Objective	Source of Commitments
<p>Ethics Charter</p> <p>Sets the minimum standard of behaviour to ensure we work safely, behave ethically and abide by laws and regulations when performing our work and operating our business.</p>	<p>Laws and regulations in which SUEZ Group operates its business.</p>
<p>Practical Guide 'Ethics in commercial relations'</p> <p>Our Leadership Model defines the behaviours we expect across all operations and levels of our business. It places clear accountability on our leaders to deliver not only strong operational outcomes, but also to uphold environmental, social and governance (ESG) standards in everything we do.</p>	<p>Ethics Charter</p>
<p>Human Rights Policy</p> <p>Our Sustainable Development Roadmap sets out the social and environmental priorities that guide our actions. We believe that building and sustaining an ethical culture is essential to our long-term growth and resilience. To support this, we have established a dedicated policy to share our principles, reference frameworks and governance standards with all stakeholders – empowering everyone to play their part in protecting and promoting basic human rights.</p>	<ul style="list-style-type: none"> • The Universal Declaration of Human Rights and additional pacts, • The International Labour Organisation (ILO) conventions, • The Charter of Fundamental Rights of the European Union, • The Organisation for Economic Co-operation and Development, • The United Nations Guiding Principles on Business and Human Rights United Nations, • The United Nations Convention against Corruption, • The French law on the duty of vigilance and similar laws in the fight against modern slavery in the United Kingdom and Australia, • The Group's purpose adopted in September 2022, and its Ethics Charter, updated in 2022: the commitments voluntarily made by SUEZ as part of its Ethics Charter, its Sustainable Development Roadmap, its adherence to the 10 principles of the United Nations Global Compact, and the OECD Principles on Water Governance, and • The International Finance Corporation's sustainability standards, which apply directly to many SUEZ projects.

SUEZ intends to promote equal opportunities and inclusion, and to play a leading role in the effective implementation of the right to water.

Our **Ethics Charter** supports the way we manage modern slavery risks across our operations and supply chain, reinforced through a suite of key policies and frameworks set out below.

Key Policies and Frameworks:

Equal Employment Opportunities, Discrimination, Harassment and Bullying Policy:

We are committed to creating a workplace where all employees are treated with dignity, courtesy and respect.

Grievance Procedure:

We provide all employees with a clear and accessible process for raising and addressing grievances.

Inclusion Policy:

Our local Inclusion Policy is aligned with the SUEZ Group Inclusion and Diversity Policy and is designed to foster an inclusive environment where diversity is encouraged and supported.

Flexible Work Policy:

We offer flexible work arrangements to attract and retain diverse talent and to create a workplace that values all forms of diversity and contribution.

Whistleblower Policy:

We encourage all employees to report concerns in good faith, including those related to human rights and modern slavery, through a safe and confidential process.

Risk Management:

We set clear expectations for directors, management and employees in identifying and managing risks, underpinned by a structured approach aligned to the SUEZ Group's enterprise risk management system.

Employment Conditions:

We ensure that employment conditions and wages for our employees exceed minimum legal standards, supporting fair, transparent and ethical workplace practices.

Procurement Framework:

Our group Sustainable Purchasing Charter promotes a responsible supply chain by aiming to work with suppliers who commit to fundamental rights and the health and safety of workers. Suez expects its suppliers to commit to respect the Suez ethics charter and human rights policy through the contract templates used. For example, we only engage labour hire using credible recruitment agencies.

Supplier Onboarding

As part of the onboarding of a new supplier, the Procurement Team, is responsible ensuring the supplier partakes in a detailed qualification process involving the following assessment criteria:

- Supplier proposal (competitiveness and clarity);
 - Compliance with contractual conditions (which include requirements to comply with the Modern Slavery Act);
 - Supplier references including safety records and ethical supply chain;
 - Organisation and behaviour on site; and
 - How the supplier manages safety.
-

Speaking up: Confidential reporting and support

We promote a strong “Speak Up” culture at SUEZ, encouraging employees and third parties to report any concerns, including potential modern slavery risks.

Reports can be made confidentially to our ethics team, where confidentiality is guaranteed, and protections are in place to prevent reprisals or discrimination against anyone acting in good faith.

If preferred, anonymous reports can also be made through the process outlined in our Whistleblower Policy. This policy sets out the framework for making confidential reports and ensures that all concerns are assessed fairly.

Grievances reported under this policy are reviewed by SUEZ ANZ’s Ethics Officer, who may conduct or commission an independent investigation to ensure appropriate action is taken.

We also promote our **Employee Assistance Program (EAP)** as an additional support channel. The EAP provides confidential, external advice and assistance to employees across a range of issues, including workplace concerns, wellbeing and personal support.



SUEZ ANZ

ASSESSMENT OF EFFECTIVENESS

In 2024, we had no incidents of modern slavery identified or reported across our business, despite the active promotion of our ethics complaint and whistleblowing mechanisms.

Consultation across SUEZ

In preparing this statement, we worked closely with key stakeholders across the business to ensure our approach is informed, consistent, and credible. We engaged directly with our Human Resources, Health, Safety and Wellbeing, and Procurement teams, functions that manage day-to-day realities where modern slavery risks can emerge. This collaboration helped us examine employment practices, welfare standards, and supplier risk profiles in detail. By combining insights from these teams, we've developed a more accurate picture of potential risks across our operations and supply chains.

Contributing to broader change

We recognise that addressing modern slavery also means tackling the root causes that enable it, including lack of access to basic services like water and sanitation.

As part of our global commitment, SUEZ has helped provide drinking water to more than 68 million people and sanitation services to over 36 million worldwide.

In Australia and New Zealand, we proudly support organisations that work to create stronger, more inclusive communities.





**Registered
Business Address**

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