



## **MODERN SLAVERY STATEMENT FOR THE YEAR ENDING 30 JUNE 2022**

**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 as stated in the Australian Modern Slavery Act 2018. It has been approved by the Cox Architecture Pty Ltd ('Cox') Board of Management and signed by the Cox Managing Partner in accordance with the Act.

### **Structure, Operations & Supply Chain**

Cox Architecture Pty Ltd is one of the largest architectural practices in Australia with over 600 staff and directors across six offices in Australia and with representative or collaborative arrangements in other places where we have no office.

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 operate to a high standard.

Our operations are also supported by:

- Subconsultants who support us in providing our client services
- Organisations, including labour suppliers, that provide services to support the delivery of our projects
- Support services and product suppliers providing, for example, facilities management, office supplies, ICT equipment, 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 in overseas projects in the Middle East and Asia
- The sourcing of support services in industries with low wage jobs such as cleaning services and office supplies
- The sourcing of ICT hardware with complex international supply chains
- The sourcing of materials that we recommend as part of our designs



## **Risk Mitigation**

Our operations function under one common quality management system with which all staff 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 to agree contractual terms with our subconsultants and suppliers of services and products that align with our standards and principles and minimise the risk of modern slavery in our supply chain.

In the last year we have performed a supplier modern slavery risk assessment on over 90% of our annual expenditure and ranked these suppliers as low, medium or high risk. No suppliers were found to be at high risk. For the small number of suppliers determined to be at medium risk, we are working with those suppliers to understand the actions they are taking in their business and supply chains to reduce the risk.

We have introduced a process to have a modern slavery risk assessment completed for all our new suppliers with a commitment to not trade with suppliers at high risk and take further action should they be considered at medium risk. We will also continue to review all major suppliers annually to ensure no new risks materialise.

## **Effectiveness of our approach**

We monitor the performance of our suppliers and the services they provide to us. We also monitor our employment and procurement processes. Regular third-party audits verify compliance with our quality management system and international quality standards.

We are committed to the prevention of modern slavery and human trafficking and will continue to investigate areas to improve our approach. We plan to continue to increase our understanding of our suppliers' supply chains and train our staff in our approach. We are also investigating how we can support our staff in recommending materials in their designs that have low risk of modern slavery in their supply chain.

This statement is approved by the Cox Board of Management and signed by:

Russell Lee  
Managing Partner  
Cox Architecture Pty Ltd  
21 December 2022