

Modern Slavery Statement FY 2023

Aurecon Limited
Aurecon Group Pty Ltd
Aurecon Australasia Pty Ltd



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Reporting entities

This Modern Slavery Report is submitted pursuant to the reporting requirements of the Modern Slavery Act 2018 (Cth) (the Act) for the financial year ending 30 June 2023.

Our business comprises several different corporate entities including:

- Aurecon Limited (ACN 156 139 847) the ultimate parent company
- Aurecon Group Pty Ltd (ACN 133 838 187)
- Aurecon Australasia Pty Ltd (ACN 005 139 873) our largest subsidiary.

All three entities meet the reporting threshold requirements of the Act and are required to lodge a statement annually. This statement is prepared in accordance with the requirements of section 14 of the Act. We have produced joint statements beginning in FY20 on behalf of Aurecon Limited, Aurecon Group Pty Ltd and Aurecon Australasia Pty Ltd as well as other entities that these companies own or control (Aurecon). Please refer [Appendix A](#) for a list of the Aurecon entities covered by this report.

This statement details the steps Aurecon has taken to assess the modern slavery risks within its operations and supply chains and the specific actions implemented in FY23 to address those risks.

Aurecon acts with integrity in its operations and is committed to addressing modern slavery in its supply chain whilst continuously working on strategies to mitigate modern slavery and ethical sourcing risks.

About Aurecon

Aurecon is a design, engineering and advisory company. Our purpose is bringing ideas to life, to imagine and co-create with our clients a better future for people and the planet.

Our principle of *Believe it. Say it. Do it.* reflects our deep commitment to our clients and each other to build trust and create a better future together.

Our strength lies in how we bring together our design, engineering and advisory capabilities to provide our clients with integrated solutions across the entire asset lifecycle. From shape and plan – design and deliver – operate and optimise – to close and transform.

Aurecon designers, engineers, scientists and advisors work with our clients across markets and asset types, to tackle some of the world’s most complex challenges.

We are an owner managed company with a strong presence across Australia, New Zealand, and Asia.

| Employees | Locations | Areas of Expertise |
|-----------|-----------|--------------------|
| 7,500+ | 11 | 35 |

To learn more about what we have been up to [visit our newsroom](#), or take a glimpse into the future on our [Just Imagine blog](#). You might also want to [view our history](#).



Acting with integrity to build trust and create a legacy

At Aurecon, we are committed to acting with integrity and honesty in all aspects of our business dealings.

It has been said the standard we walk past is the standard we accept and on matters of social responsibility, we believe there must be no compromise.

Aurecon's expectations extend to all our people, partners, and collaborators in the countries in which we operate. We also seek to work with clients who act in a consistent manner.

Aurecon is full of talented people, passionate about developing innovative solutions to some of the world's most complex challenges.



William Cox
Chief Executive Officer

Aurecon is committed to operating with regard to its corporate social responsibility commitments - sustainability and climate change, ethics and integrity, diversity and inclusion, gender equality, inclusive leadership, Indigenous inclusion, and anti-bribery and anti-corruption, human rights, modern slavery and prevention of family violence. The health, safety and wellbeing of our people, our clients and their families is always our priority.

Aurecon has made a commitment to support the **Ten Principles of the United Nations Global Compact** on human rights, labour, environment, and anti-corruption. This includes a commitment to work towards addressing the risk of modern slavery in our operations and supply chain. We are committed to making the Ten Principles a part of our strategy, culture, and day to day operations.



Our organisational structure

At Aurecon we believe humanity depends on engineering; and we recognise that we have a broader stewardship role to play.

The Board is responsible for the overall corporate governance of Aurecon and the company's business strategy. Reporting to the Group CEO is an executive leadership team who are collectively responsible for the strategic direction, growth and operations of Aurecon's businesses and for ensuring our behaviour in the market aligns with our corporate values.

Aurecon Executive Leadership Team

Our CEO and executive leadership team are collectively responsible for the strategic direction, growth and operations of Aurecon's businesses and for ensuring our behaviour in the market aligns with our corporate values.



William Cox
Chief Executive Officer



Louise Adams
Chief Operating Officer



Andrew Muller
Chief Financial Officer



Emily Sunman
Chief Legal & Risk
Officer



Liam Hayes
Chief People Officer



Stephane Asselin
Chief Executive, Asia



Andrew Maher
Group Managing
Principal, Eminence,
Digital & Innovation



Julian Dolby
Group Managing
Principal, Advisory



Risk management framework

Aurecon is committed to the effective management of risk which is integral to our strategy and business objectives. As part of embedding robust risk management in Aurecon, we aim for our leaders to have a mature risk culture.

This involves having visible leadership that identifies risks and opportunities, ensuring we align to our corporate values, whilst protecting our reputation within Aurecon's traditional businesses, new and emerging markets, technologies and integrating our future ready initiatives.

The Aurecon Board requires risk management performance to be monitored, reviewed and reported throughout Aurecon.

Policy framework

Aurecon's response to addressing modern slavery falls within its approach to protecting human rights. The below documents form part of that approach and outline the standard of conduct and behaviour it expects of its directors, employees, contractors, partners and suppliers and ways to report behaviour that does not fall within those expectations:

The **Aurecon Ethos** is our code of conduct and contains our expectations of behaviour for our people to foster a culture of integrity and guide our daily decisions, actions and relationships. The Ethos is our overarching policy document which includes a non-negotiable requirement that all employees and subsidiaries comply with the laws in the country in which they work or operate.

Through our **Sustainability Policy** we are making choices that will lead to a sustainable, liveable future. The health of our people, our communities and our planet guide our choices. We embed our sustainability objectives and targets firmly in our strategy, operations and culture.

We see sustainability and responding to the climate change challenge as an opportunity for innovation. Through discovery, evolving expertise and corporate transparency, we strive to imagine what a better future looks like.

The purpose of our **Whistleblower Policy** is to promote and support a culture of honest and ethical behaviour, good corporate governance and corporate and financial compliance. The policy encourages and provides protections for the reporting of reasonably held concerns of suspected or actual misconduct or an improper state of affairs or circumstances at Aurecon.

Our **Modern Slavery Policy** recognises that slavery is a crime and a violation of fundamental human rights. It may take various forms, such as servitude, forced and compulsory labour, forced marriage, debt bondage and human trafficking, all of which involve the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. It can affect adults or children.

Aurecon is committed to acting ethically and with integrity in all of its business and operational activities and relationships, including providing safe workplaces and implementing and enforcing effective systems and controls to confirm modern slavery is not taking place anywhere in our own business or in any of our supply chains.



Our operations

Aurecon is a multinational company. In the 2023 financial year, Aurecon was operating in Australia, New Zealand, Greater China (including Hong Kong and Macau), Indonesia, Malaysia, Philippines, Singapore, Thailand and Vietnam with approximately 7564 employees globally. This represents an increase of 22% compared to FY22.

Aurecon complies with applicable laws governing non-discrimination in employment in every location in which the company operates. Aurecon expressly prohibits any form of workplace harassment and discrimination based on race, colour, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status as well as any improper interference with the ability of Aurecon's workplace participants to perform their job duties.

Our supply chain

Aurecon's supply chain comprises the following three key categories:

- Corporate suppliers including the purchase of goods and services used for day to-day business operations such as external advisory and professional services, staff training, cleaning services and personal protective equipment.
- IT suppliers, including the purchase of IT infrastructure and equipment.
- Project suppliers, including the engagement of subconsultants.

Aurecon's Procurement team has developed a detailed, easy to follow sourcing methodology to support all stakeholder's sourcing requirements. The purpose of this methodology is to ensure transparent, consistent, and compliant procurement process. We have outlined processes, tools and templates established to support and guide the stakeholders and the procurement team to successfully conduct any sourcing event.

Procurement and sourcing of goods and services are governed by our Procurement Policy supported by guidelines, and we seek to work with reputable partners building long-term partnerships.

Our **Ethos** expects that consultants, contractors and suppliers working with us will comply with the Ethos when they are working with us. The Ethos has been translated into Mandarin, Bahasa Indonesian, Thai & Vietnamese.

We have mapped our global supply chain. In FY23, the top five categories in which our supply chain operates are:

1. Engineering activities and related technical consultancy
2. Business and other management consultancy activities
3. Architectural activities
4. Other financial service activities, except insurance and pension funding
5. Hotels and similar accommodation

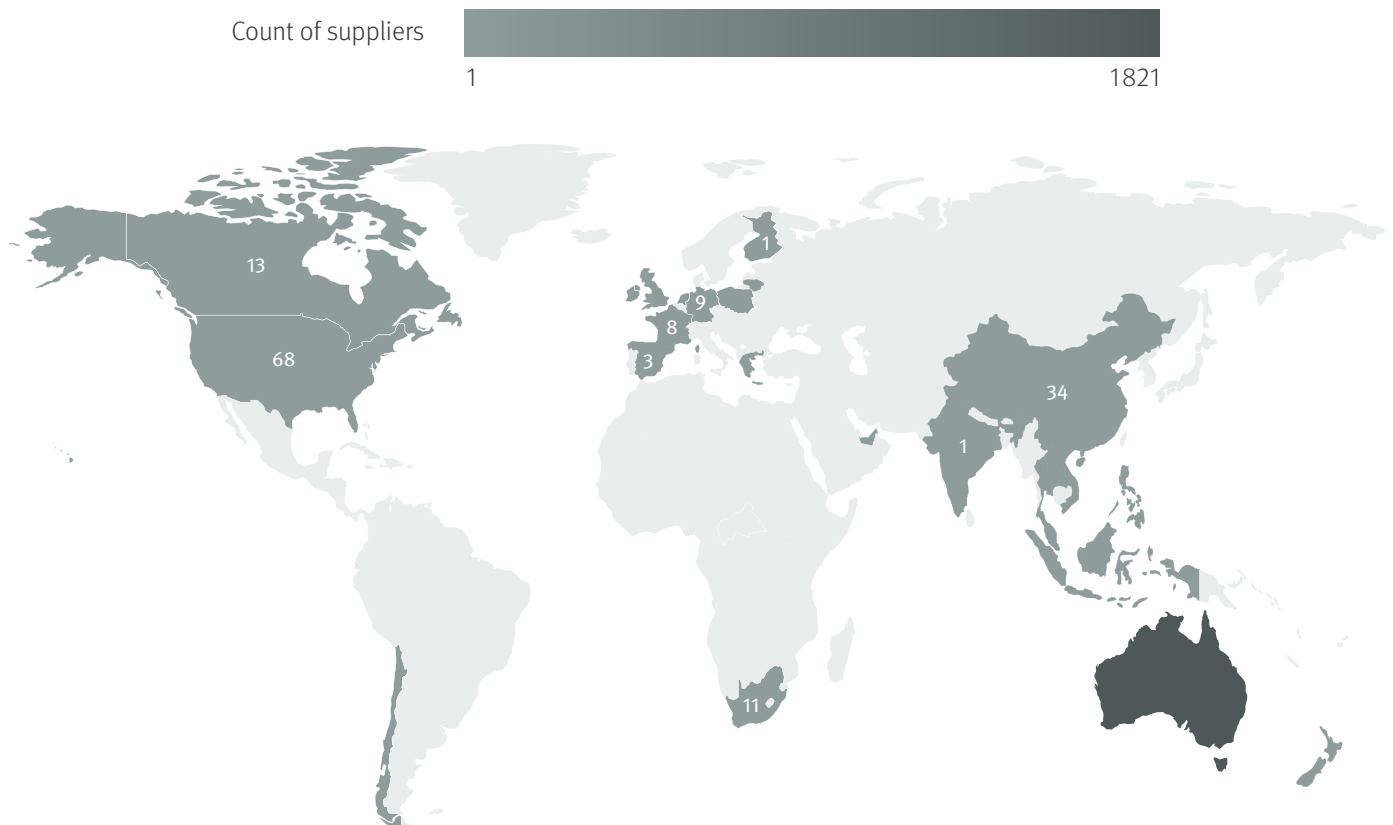
We remain focused on addressing the risks of modern slavery within our supply chain and will continue to map our supply chain through our supplier screening process.

Active Suppliers: 3340

Top 10 Suppliers Locations:

- Australia
- New Zealand
- Hong Kong
- Malaysia
- Singapore
- Thailand
- Philippines
- Vietnam
- United States
- Indonesia

Count of suppliers



Identification and assessment of modern slavery risks in our operations and supply chain

All suppliers and subcontractors undergo an evaluation and assessment procedure prior to any formal engagement.

All suppliers are continuously monitored and annually reviewed to ensure they are meeting Aurecon's ongoing requirements. Suppliers who have not been engaged within a 12-month period are classified as inactive and are required to complete the full onboarding process and obligations should they be re-engaged.

Aurecon uses a digital screening platform to effectively assess new and current suppliers, its directors, ownership structure, adverse media, sanctions, state owned companies, politically exposed persons and any related companies.

Aurecon is committed to reducing the risk of modern slavery and has an established procurement process for the engagement of external suppliers.

Our assessment process scores suppliers using industry leading international and government databases, reported media, watch and sanctions lists for human rights and other ethical supplier related violations.

A risk assessment is conducted on each supplier and provides a high, medium or low modern slavery risk rating by calculating their geographic location and industry sectors through reliance on data from the Global Slavery Index.

After the initial risk assessment, the software automatically alerts Aurecon in respect of any new risks or issues that arise in respect of its suppliers. Aurecon has identified that there are areas within its supply chain which may present a higher risk of modern slavery including:

- Goods or services from a geographic region that presents a higher risk of modern slavery;
- Construction services where there are multi-layered tiers of supply chains which may involve labour from countries that are poorly regulated;
- Office equipment where parts are sourced from regions where there is a higher risk of modern slavery; and
- Facilities management where certain subcategories such as cleaning services may be subject to inappropriate labour practices.

FY 2023 Highlights

In the financial year ending June 2023, Aurecon has continued to develop its Modern Slavery response.

In FY 2023, Aurecon:

1. Continued to monitor existing suppliers and thoroughly screen new suppliers through a robust onboarding process.
2. Extensive review of our Risk Management Framework and how we integrate this into the business.
3. Commenced procurement for a screening platform that provides industry best practice compliance screening to replace current platform.
4. Implemented a new risk assessment platform;
5. Continuously reviewed and updated extensive information on how Aurecon monitors modern slavery risks within the business to share with external stakeholders.
6. Developed and implemented new training modules to support the Aurecon Ethos, including:
 - Preventing harassment, bullying, violence and discrimination;
 - Supporting fair competition
 - Prioritising diversity, equity & inclusion
 - Demonstrating honesty, integrity & professionalism
 - Prioritising sustainability and environmental protection
7. Promoted awareness of modern slavery within the wider organisation with compulsory modern slavery training for legal, procurement and risk.

Assessing effectiveness

Aurecon's Modern Slavery Framework represents Aurecon's ongoing commitment to addressing modern slavery risks in its operations and supply chain.

Aurecon reviews:

1. Our supplier risk assessment tool and how it is being implemented and used;
2. Our supplier due diligence assessments and how they are being conducted and reported. Aurecon utilises its Global Design Centre supplier maintenance team located in the Philippines to onboard suppliers and conduct supplier risk assessments;
3. Our supplier assessment questionnaire to ensure it reflects current risk areas of modern slavery;
4. Our standard form contracts to ensure modern slavery provisions are included and align to best practice;
5. Our modern slavery training and knowledge. Modern Slavery awareness training is provided to Aurecon employees with modern slavery touchpoints as part of their role; and
6. Reports about modern slavery concerns submitted through Aurecon's confidential reporting platform, Whispli. There were no reports of modern slavery concerns during FY23.

The Aurecon Ethos was developed in FY21 and replaced the Aurecon code of conduct.

The Ethos encompasses modern slavery principles through our 'Respecting Human Rights' principle. The Aurecon Ethos training is compulsory for all Aurecon staff, including casual and contingent workers and is required to be completed every 12 months. Aurecon has developed additional training modules to complement The Ethos.

Aurecon is a member of the Modern Slavery Community of Practice Group through the UN Global Compact Network Australia. This forum is used to connect and share information, opportunities and challenges with various organisations who are committed to reducing modern slavery practices in their supply chain.

Consultation with other entities owned or controlled by Aurecon

Aurecon recognises that each entity within the Aurecon Group has a role to play in addressing modern slavery risks.

The Aurecon Group has 29 entities across Australia, New Zealand and Asia (refer Appendix A for list of entities covered by this report). Aurecon has consulted with key areas of the business on modern slavery matters, including Legal, Risk, Compliance, Project Delivery, Procurement, and Business Operations. These teams operate across all regions of the Aurecon group.

The Statement was drafted in consultation with the Chief Legal & Risk Officer and the final statement was approved by the Aurecon Board. All entities have received a copy of the statement and are aware of Aurecon's commitment to addressing modern slavery risks.

Looking forward: Our focus for FY 2024

Aurecon remains committed to the identification and remediation of modern slavery practices within its operations and supply chain. We will continue to collaborate with external parties including suppliers, commercial partners, and industry regarding modern slavery to share knowledge and learnings as well as discuss approaches to this global issue.

Aurecon strives to ensure its approach to modern slavery addresses the intention of the legislation and aligns with Aurecon's overall strategy to build and maintain an ethically sustainable business.

We know there is more to do. As part of its ongoing commitment to reducing risks of modern slavery in its operations and supply chain, Aurecon has the following actions planned for FY2024:

- Continue to develop the knowledge of our key stakeholders;
- Review internal training for employees;
- Develop and deploy training for external suppliers;
- Review and, if required, update modern slavery provisions in our standard form contracts to align with best practice;
- Implement a new screening platform;
- Integrate new platform with existing technology infrastructure; and
- Review monitoring for ongoing suppliers.



A handwritten signature in black ink, appearing to read 'W. Cox'.

William Cox
Chief Executive Officer

Appendix A



Aurecon entities covered by this report

| Company Name | Company Details | Employees |
|--|--|-------------|
| Aurecon Limited | ACN: 156 139 847 Address: Level 8, 850 Collins Street, Docklands, VIC 3008 | N/A |
| Aurecon Group Pty Ltd | ACN: 133 838 187 Address: Level 8, 850 Collins Street, Docklands, VIC 3008 | N/A |
| Aurecon Holdings Pty Ltd atf The Aurecon 37 Trust | ACN: 161 347 913 Address: Level 8, 850 Collins Street, Docklands, VIC 3008 | N/A |
| Aurecon Investments Pty Ltd | ACN: 616 660 569 Address: Level 8, 850 Collins Street, Docklands, VIC 3008 | N/A |
| Aurecon Australasia Pty Ltd | ACN: 005 139 873 Address: Level 8, 850 Collins Street, Docklands, VIC 3008 | 1000 - 5000 |
| Aurecon Group Brand Pty Ltd | ACN: 135 557 498 Address: Level 8, 850 Collins Street, Docklands, VIC 3008 | N/A |
| Aurecon Advisory Pty Ltd | ACN: 133 656 419 Address: Level 8, 850 Collins Street, Docklands, VIC 3008 | N/A |
| Aurecon New Zealand Limited | Company Number: 328517 Address: Level 8, Spark Central, 42-52 Willis Street, Wellington, 6011, New Zealand | 1000 - 1100 |
| Market Advisory Group Pty Ltd | ACN: 626 764 216 Address: Level 8, 850 Collins Street, Docklands, VIC 3008 | N/A |
| MAG Research and Analytics Pty Ltd | ACN: 651 229 382 Address: Level 8, 850 Collins Street, Docklands, VIC 3008 | N/A |
| Market Advisory Group Consulting Pty Ltd | ACN: 651 229 168 Address: Level 8, 850 Collins Street, Docklands, VIC 3008 | N/A |
| Aurecon International Pty Ltd | ACN: 001 305 095 Address: Level 8, 850 Collins Street, Docklands, VIC 3008 | N/A |
| Aurecon Singapore (Pte) Ltd | Company Number: 197700873R Address: 152 Beach Rd, #16-00 Gateway East, Singapore 189721 | 10 - 200 |
| Engineering Insurances Pte Ltd | Company Number: 200206346D Address: 2 Shenton Way, #26-01 SGX Centre 1, Singapore 068804 | N/A |

| Company Name | Company Details | Employees |
|---|---|------------|
| PT Aurecon Indonesia | Company Number: 7421-31-14.397 Address: Alamanda Tower, Jakarta, 24th Floor, Unit C, Jl. TB. Simatupang Kav. 23-24, Cilandak Barat, RT.1/RW.1, Cilandak Bar., Kec. Cilandak, DKI Jakarta, Daerah Khusus Ibukota Jakarta 12430, Indonesia | 10 - 100 |
| Aurecon Holding (Thailand) Co Ltd | Company Number: (3) 2121/2543 Address: Pakin Building 11th Floor 9 Ratchadapisek Road Bangkok 10400, Thailand | N/A |
| Aurecon Consulting (Thailand) Co, Ltd | Company Number: (3) 2121/2543 Address: Pakin Building 11th Floor 9 Ratchadapisek Road Bangkok 10400, Thailand | 100 - 1000 |
| Aurecon Hong Kong Limited | Company Number: 1273352 Address: Manulife Financial Centre Tower B, Unit 1608 16/F, 223 – 231 Wai Yip St, Kwun Tong, Hong Kong | 100 - 1000 |
| Aurecon Consulting Philippines Inc | Company Number: CS201612546 Address: Level 3, South Wing, The Estancia Offices, Capitol Commons, Meralco Ave cor Shaw Boulevard, Pasig City, 1600 Metro Manila, Philippines | 100 - 1000 |
| Aurecon Macau Limited | Company Number: SO 45982 Address: Alameda Dr. Carlos D'Assumpção No. 263, Edifício China Civil Plaza, 6 andar M & N, Macao | 1 – 10 |
| Aurecon Engineering Consulting (Shanghai) Co Ltd | Company Number: 3100105135 Address: Room 606, Level 6, Building G, No.9335 Hu Min Road, Vanke Centre (Xuhui) Shanghai 200235 | 10 - 100 |
| Aurecon Vietnam Co Ltd | Company Number: 0102193946 Address: Suite 1304, Centec Tower, 72-74 Nguyễn Thị Minh Khai, Phường 6, Quận 3, Hồ Chí Minh, Vietnam | 100 - 1000 |
| Aurecon Malaysia Sdn Bhd | Company Number: 199501016443 (345646-X) Address: 43-2, Jalan Medan Setia 1, Bukit Damansara, 50490 Kuala Lumpur, Wilayah Persekutuan Kuala Lumpur, Malaysia | 10 - 100 |
| Aurecon Lestari Sdn. Bhd. (formerly known as “ERE Consulting Group Sdn Bhd”) | Company Number: 199501027780 (356985-X) Address: Wisma 1 Alliance, Unit 3A-B (Room B), 4th Floor, No. 1, Lorong Kasawari 4B, Taman Eng Ann, 41150 Klang, Selangor, Malaysia" | 10 - 100 |
| Aurecon Perunding Sdn Bhd (formerly known as “GCU Consultants Sdn Bhd”) | Company Number: 199801004815 (460942-T) Address: Suite #8-13-6, Mutiara Bangsar, 8 Jalan Liku, 59100 Wilayah Persekutuan Kuala Lumpur, Malaysia | 10 - 100 |
| Perunding BMR Sdn. Bhd. | Company Number: 200901029456 (872561-V) Address: Unit 3F-09, IOI Business Park, No. 1 Persiaran Puchong Jaya Selatan, Bandar Puchong Jaya, 47100 Selangor, Malaysia | 1 - 10 |

| Company Name | Company Details | Employees |
|---|---|-----------|
| ECL Capital Limited | Company Number: 3033905 Registered office: Flat D-E, 12/F Ford Glory Plaza, No. 37-39 Wing Hong Street Cheong Sha Wan, Kowloon, Hong Kong | N/A |
| Acuity Sustainability Consulting Limited | Company Number: 2540942 Registered office: Flat D-E, 12/F Ford Glory Plaza, No. 37-39 Wing Hong Street Cheong Sha Wan, Kowloon, Hong Kong" | 10 - 100 |
| Acumen Environmental Engineering & Technologies Co. Limited | Company Number: 810734 Registered office: Unit D, 12/F, Ford Glory Plaza, No. 37-39 Wing Hong Street | 10 - 100 |
| Acumen Laboratory and Testing Limited | Company Number: 1815948 Registered office: Unit D, 12/F, Ford Glory Plaza, No. 37-39 Wing Hong Street Cheong Sha Wan, Kowloon, Hong Kong | N/A |
| AEC Limited | Company Number: 0082961 Registered office: Rm 122-127, 1st Floor, Commercial Centre Palm Springs, Yuen Long, New Territories, Hong Kong | 10 - 100 |

About Aurecon

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For more information, please visit aurecongroup.com