



Great Science. Great Service

Envirolab Group (Head Office)

12 Ashley St, Chatswood, NSW 2067 Australia

National: 1300 424 344

Ph: +61 2 9910 6200 | Fax: +61 2 9910 6201

enquiries@envirolab.com.au envirolab.com.au

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ENVIROLAB GROUP VOLUNTARY MODERN SLAVERY STATEMENT

For Reporting Period Australian Calendar Year January 2022 to December 2022

This is Envirolab Group's second voluntary modern slavery statement, submitted January 2023

Envirolab has addressed the seven mandatory criteria necessary for every statement.

• The reporting entity

Envirolab Group Pty Ltd (ACN 134 580 037), incorporating Envirolab Services, Envirolab Services (WA) t/a MPL Laboratories and Envirolab Services (NZ) t/a LABTEC is a privately-owned Australian Laboratory group. Our head office is the Sydney Laboratory.

Our Laboratories are in Sydney, Melbourne, Perth and Auckland. We also have offices in Brisbane, Adelaide and Darwin.

Our business is the analysis of soils, waters, biota, materials, air and products for a range of chemical and biological tests. We only provide analytical laboratory data. Our main customers include Environmental Consultants, Occupational Hygienists, Mines, Local/State/Commonwealth Governments, Utilities and the general public.

• The reporting entity's structure, operations and supply chains

Envirolab Group is a privately-owned laboratory group, with the four shareholders (CEO, Group Commercial Manager, Chief Administration Manager & Group Operations Manager) all based in the Sydney Laboratory.

We have a total staff of approximately 210 - primarily full time tertiary qualified scientists. Some staff, also qualified scientists, work on a part-time or casual basis. The remaining staff are mainly in our administration areas including our CFO, accountants, HR, IT and reception. We also have a small number of unqualified staff (eg warehouse staff) and several local high school students and University students who have after school/Uni jobs.

Operationally, Envirolab Group aims to service the Environmental, Occupational Hygiene and Agricultural industries including Environmental Consultants, Local, State and Commonwealth Government, Mines, Utilities, Industry, other laboratories and members of the public by providing a high quality testing facility primarily focussed on testing contamination in the environment, products, workplace exposure and hazardous materials.

Our supply chain is not complex. We deal mainly with high tech scientific companies. Our top five suppliers based on spend are listed below, and each of these suppliers has a zero tolerance for slavery and publicly available Modern Slavery Statement on their web sites.

1. A Scientific instrument manufacturer - USA
2. An industrial Gas supplier - Australia
3. A Scientific instrument manufacturer - Japan
4. A Scientific Consumables supplier – Australia/USA
5. A Global Transport Company – Australia/Germany

Our next largest suppliers based on spend include the following companies that do not have Modern Slavery Statements available:

6. A Laboratory software company - USA
7. An insurance broker (covering several insurance policies) - Australia
8. Our Perth Lab landlord (a small family trust) - Australia
9. Our Electricity & Gas suppliers (several) - Australia
10. A mix of other Laboratory product companies – Various – Australia/Europe/USA/NZ/China

All our supply chain (as listed above) are from developed countries. Due to the nature of our business (high tech science), we do not have suppliers based in high risk countries.

Our relationship with these suppliers above are long term, stable relationships. Four of the top five suppliers have been our key suppliers since we established 17 years ago and the fifth is CoreGas, owned by Australia's Wesfarmers.

We have conducted a Slavery Risk Assessment on our top 10 suppliers, and all have been deemed Low Risk.

• Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls

Envirolab Group has zero risk within our own operations. As a small Australian operation of only 210 staff, our management (company owners) know every staff member individually. We have a full time HR Manager who assesses every new applicant and keeps up to date with changes in legislation to ensure we pay correctly. A benchmarking exercise revealed that we are paying above award wage for our staff. We conduct this salary benchmarking exercise at least every two years.

Envirolab Group has deemed the chance of Modern Slavery Risks within our Supply Chain as 'low risk'. As stated above, our top 5 suppliers by dollar spend already have Modern Slavery Statements.

The remainder of our supply chain has also been classified as 'low risk' – all being professional organisations that are headquartered in developed countries, supplying low risk goods or services.

Since the last statement we have updated our Purchasing Procedure to ensure it is linked to our Modern Slavery Statement. The Purchasing Procedure also includes International Sanctions.

• describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes

Envirolab Group has conducted due diligence on our top suppliers.

For the top 5 suppliers, we have deemed it sufficient that they have a Modern Slavery Statement on their web site. This indicates to us that these suppliers are aware of their obligations and have taken actions to address any risks. These suppliers are also from low risk countries – Australia, Japan, USA & Germany.

For suppliers 6-10 by spend, we have also conducted a risk assessment and deemed these suppliers low risk. Four are professional organisations, providing insurance, power, a software program and various laboratory supplies. The last is a private family trust who are our landlords.

Envirolab has also published a Modern Slavery Statement, which can be found on our web site <https://www.envirolab.com.au/modern-slavery-policy>

• describe how the reporting entity assesses the effectiveness of these actions

Envirolab will conduct a yearly risk assessment on our top suppliers – to monitor for any changes.

Envirolab will require all new staff to undertake a training course on Modern Slavery during their induction via an on-line training company ELMO. All existing staff undertake this mandatory course yearly. Since our first statement was published our staff have undertaken this training in 2020, 2021 and 2022.

Details of this training are attached.

• describe the process of consultation with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity giving the statement).

The Envirolab Modern Slavery Policy has been distributed to all staff via our Quality System. Our Quality System is certified to ISO 17025. These entities are:

Envirolab Services

Envirolab Services WA – trading as MPL Laboratories

Envirolab Services NZ – trading as LABTEC

All staff undertake Modern Slavery on-line training via the ELMO training module. This training is yearly (mandatory) and acts as a reminder for all staff. If staff fail this training, they are required to re-take the test.

During the development of this statement, all members of the Executive Team + Senior staff from each entity were asked via team meetings if they had any comments or concerns with this process. All senior staff were supportive of the process.

Modern Slavery is also an agenda item in our yearly quality review as per ISO17025.

The aim of a Modern Slavery process was conveyed to all staff via email on 18th October 2022.

• provide any other relevant information.

Envirolab strives for continuous improvement. Since our first statement we have conducted 3 years of on-line slavery training and we have included slavery in our purchasing procedure.

Our provided attachments include:

Appendix 1: Envirolab Supplier Statements

Appendix 2: Envirolab Risk Assessment

Appendix 3: Envirolab Slavery Policy

Appendix 4: Envirolab staff training module questions

This statement has been approved by Tania Notaras as the sole director and principal governing body of Envirolab Group on 30th January 2023



Tania Notaras
CEO and Sole Director

E: tnotaras@envirolab.com.au