



# Modern Slavery Statement FY2020

## 01 Introduction

Woods Bagot Holdings Pty Ltd (Woods Bagot) is opposed to slavery in all its forms, including: slavery; servitude; forced labour; human trafficking; deceptive recruiting for labour or services; debt bondage; forced marriage; and the worst forms of child labour. We are committed to ensuring that there is no modern slavery in any part of our own business or in our supply chains. We strive to achieve this by acting ethically, with integrity and transparency, and by acting in accordance with our policies, standards and principles.

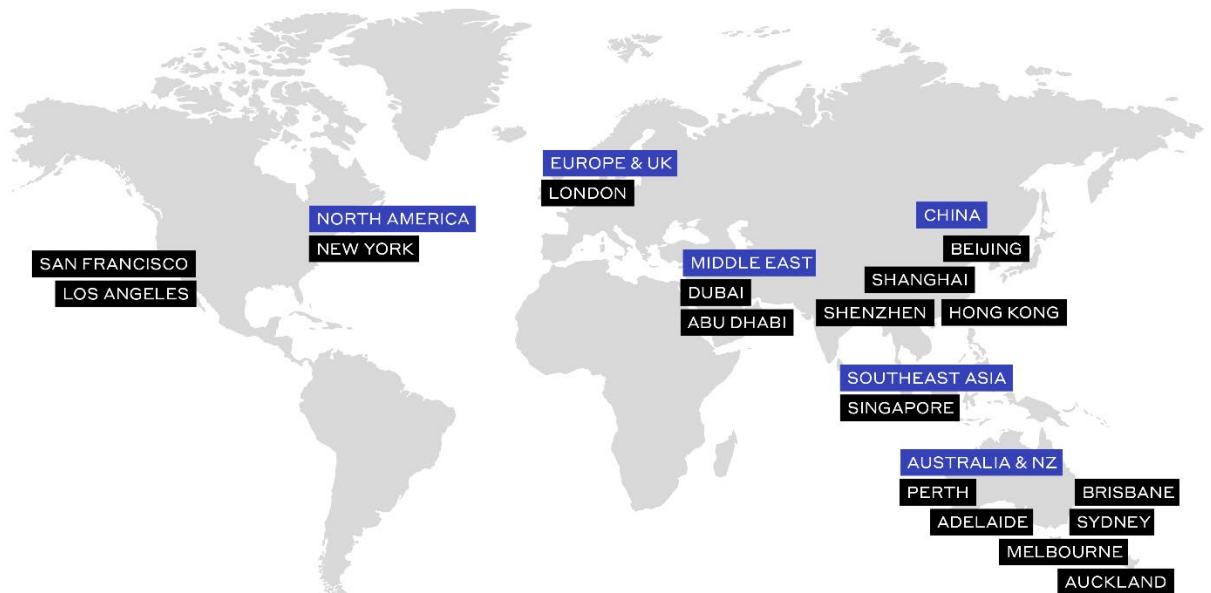
This statement has been prepared in accordance with the reporting requirements of Australia's *Modern Slavery Act 2018* (Cth) and associated guidelines. It describes the steps taken by Woods Bagot during the financial year ending 30 June 2020 to assess and address the risk of modern slavery occurring in our operations and supply chains.

This statement applies to Woods Bagot and the entities it owns or controls, within Australia and overseas, trading as Woods Bagot and ERA Co.

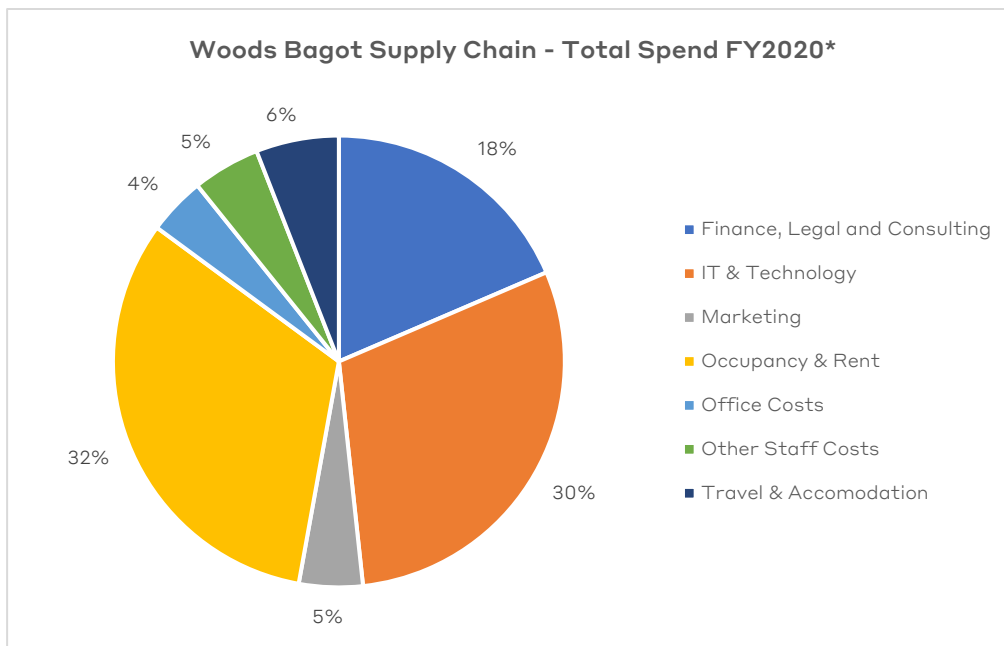
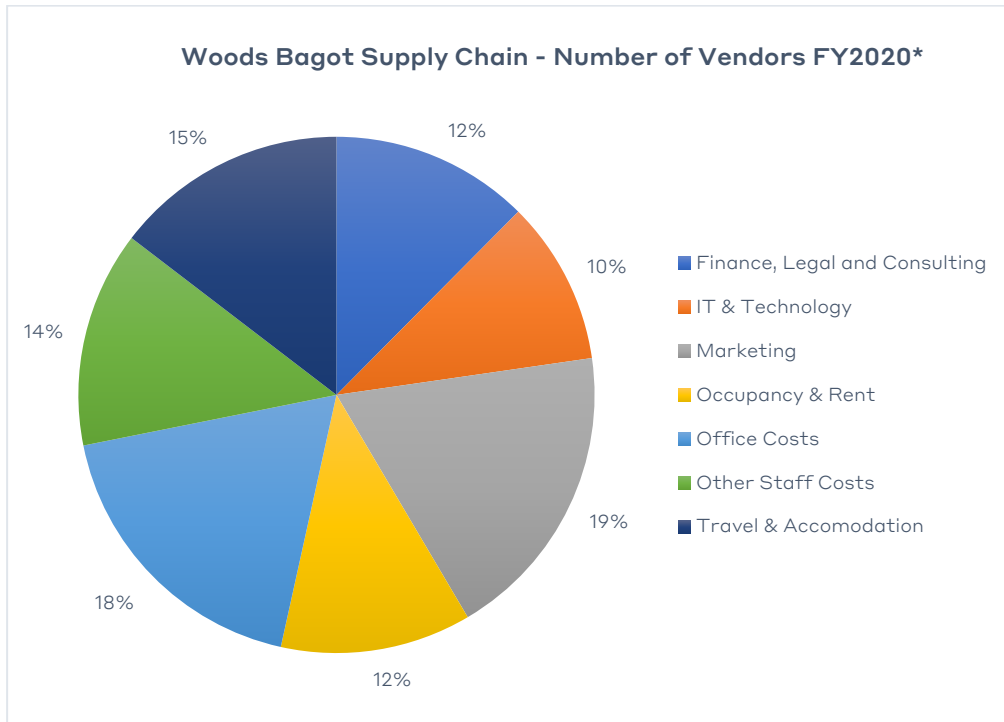
## 02 Our Structure, Operations and Supply Chains

Woods Bagot is a global architecture and consulting firm specialising in the design and planning of buildings and projects across a wide variety of sectors including workplace, retail, residential, transport, education, science and health, hotel, and convention centres.

Wood Bagot's registered office is in Melbourne, Australia. We operate studios in 17 locations globally with over 800 employees.



Our supply chains consist of professional consultancy service providers that we collaborate with to assist in our project delivery. We also procure goods and services to support the ongoing operation and maintenance of our global studios. In FY 2020, we engaged with over 2,200 suppliers of goods and services across a number of sectors, amounting to a global spend of over AUD41 million. The charts below provides a sector break down of our supply chain spend.



\*Excludes professional consultancy providers

## 03 Modern Slavery Risks

Woods Bagot has taken steps to assess its modern slavery risks with reference to a number of modern slavery risk indices, for example the Walk Free Foundation [\*Global Slavery Index\*](#), and information supplied to us through our extensive stakeholder networks (e.g customers, suppliers, industry associations and governments).

### 03.1 Operations

Taking into consideration the nature of the industry we work within and the manner in which we employ our workforce, Woods Bagot considers the risk of modern slavery in our direct business operations to be low. Woods Bagot has a robust system of Human Resources policies and procedures that support compliance with legally mandated employment entitlements and awards across our workforce. The policies apply to all Woods Bagot operations globally.

### 03.2 Supply Chains

Woods Bagot recognises that we may have some exposure to the risk of Modern Slavery practices through our supply chains. For example, our corporate procurement includes goods and services from some sectors which are considered at risk of Modern Slavery by the Global Slavery Index, including: Computers, electronics and mobile phones, accommodation and food services, and cleaning.

## 04 Risk Mitigation Actions

Woods Bagot is committed to maintaining best practice and has implemented a number of practices and measures to mitigate the risks of modern slavery in our operations and supply chains. These include:

- Undertaking our own due diligence of certain types of suppliers and subconsultants with which we do business prior to entering into contracts with them;
- Ensuring that all employees have a written contract of employment that enshrines our employees' rights and entitlements at law;
- Developing and implementing policies for safe and respectful work environments which promote health and wellbeing;
- Annual compliance training for all employees that includes health and wellbeing and respect in the workplace;
- Identifying and working with companies that are known to us and that have standards that are aligned with our own; and
- Implementing an Anti-Slavery and Human Trafficking policy which demonstrates our commitment to acting ethically and with integrity in all our business dealings. Our employees are made aware of this policy and are required to acknowledge and confirm their awareness of the terms of the policy.

We continue to develop systems, controls and training so that the due diligence in respect of those we do business with is embedded in our processes to ensure modern slavery is not within our supply chains.

## 05 Assessing Effectiveness

Responsibility for assessing and addressing modern slavery risks occurs under the oversight of the Audit and Risk Committee, a sub-committee of the Board of Directors, with operational oversight by the Global Leader - Risk.

Our modern slavery risk management approach will be reviewed annually. The next review will take place before the conclusion of FY2021 and be reported in next year's modern slavery statement.

## 06 Consultation with Entities Owned or Controlled

Consultation with Woods Bagot purchasing, risk and compliance personnel has been undertaken to develop an accurate Modern Slavery Statement. In addition, the policies related to Modern Slavery and mitigation measures referenced in this Statement have been socialised across Woods Bagot to ensure the effective implementation of our approach to Modern Slavery risk management.

This Statement was approved by the Board of Woods Bagot Holdings Pty Ltd on 25 March 2021.



Nik Karalis  
Chief Executive Officer

25 March 2021