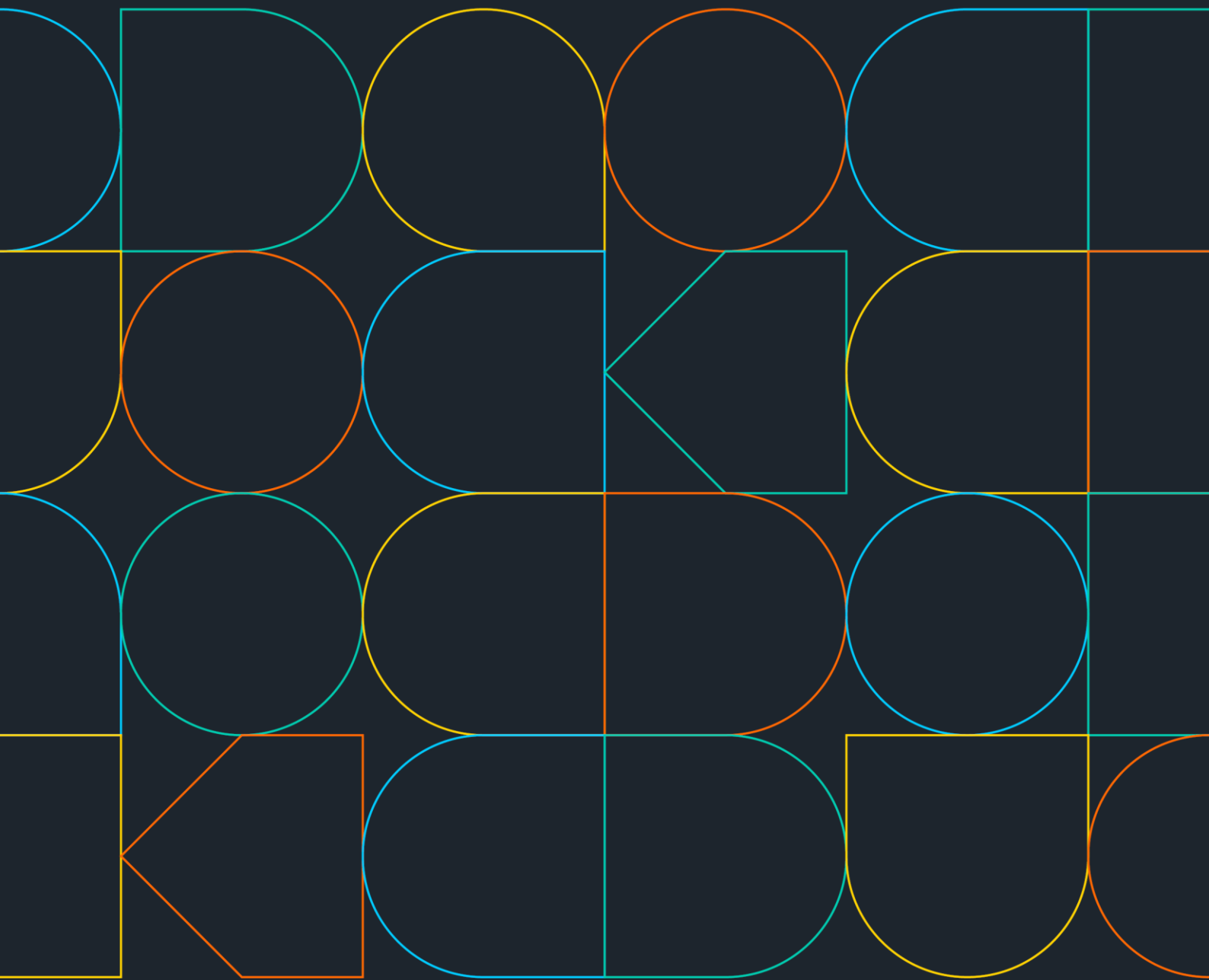


Modern Slavery Statement 2024

Prepared for
Attorney-General's Department (AGD)

Date
13 December 2024

Rev01





Contents

1. Background	4
2. Modern Slavery Statement Requirements	5
3. Reporting Criteria One and Two	6
4. Reporting Criteria Three	8
5. Reporting Criteria Four	9
6. Reporting Criteria Five.....	10
7. Reporting Criteria Six.....	10

Appendices

Appendix A — pitt&sherry Modern Slavery Policy 2024

Prepared by — Tim Barry		Date 30/10/2024
Reviewed by — Jane Bailey & Dean Comrie		Date
Authorised by — Board		Date

© 2024 pitt&sherry. This document is and shall remain the property of pitt&sherry. The document may only be used for the purposes for which it was commissioned and in accordance with the Terms of Engagement for the commission. Unauthorised use of this document in any form is prohibited.

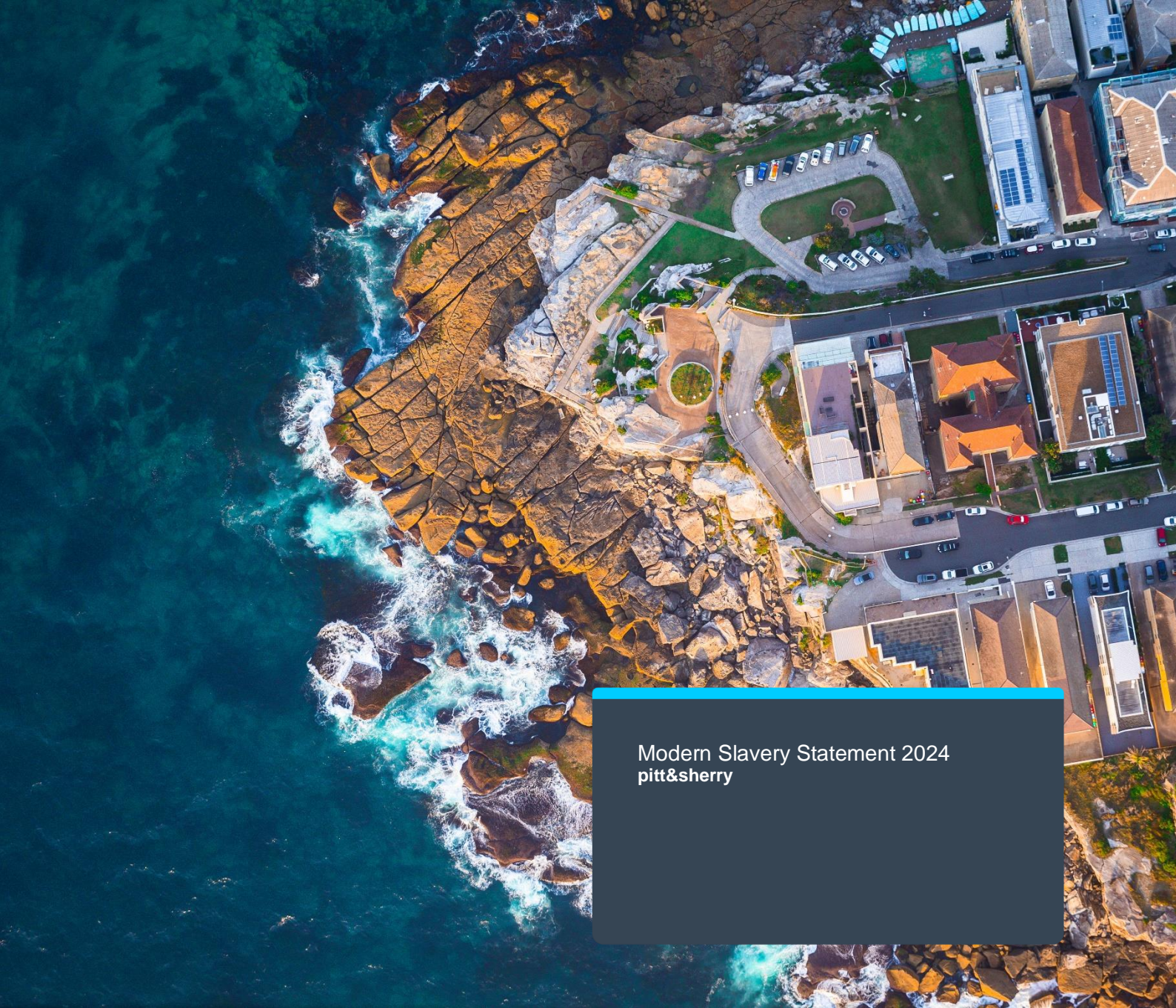
1. Background

This is the fourth modern slavery statement made by Pitt & Sherry (Operations) Pty Ltd (ABN: 67 140 184 309) (“PSO”), a voluntary reporting entity under the Australian Modern Slavery Act 2018 (Cth), and its subsidiaries for the 2023-4 financial year.

This statement covers the pitt&sherry group of companies which comprises of Pitt & Sherry (Operations) Pty Ltd (ABN: 67 140 184 309) together with its wholly owned subsidiaries, Australian Building Surveying Services Pty Ltd (trading as pitt&sherry Building Surveying (“ABSS”)) and Pitt & Sherry International (PSI) Pty Ltd.

For the purposes of this statement the group of companies are referred to as pitt&sherry, we, us, our or our group of companies.

pitt&sherry report provides information on how we have reviewed and addressed risks of modern slavery associated with our operations and supply chain, developed Modern Slavery Policy that reflect our risk appetite, provided training and guidance to our employees. We also outline how we have included modern slavery risks within our environmental, social and governance (ESG) materiality assessment and 2024-6 ESG Road Map.



Modern Slavery Statement 2024
pitt&sherry

2. Modern Slavery Statement Requirements

Modern Slavery must identify the reporting entity and address the following mandatory criteria

- The reporting entity's structure, operations and supply chains
- Modern slavery risks in the reporting entity's operations and supply chains (including those of subsidiary entities)
- Actions taken (including by subsidiary entities) to assess and address those modern slavery risks, including due diligence and remediation processes
- How the reporting entity assesses the effectiveness of actions taken
- The process of consultation with subsidiary entities in preparing the modern slavery statement



Modern Slavery Statement 2024
pitt&sherry

3. Reporting Criteria One and Two

About pitt&sherry structure, operations, and supply chain

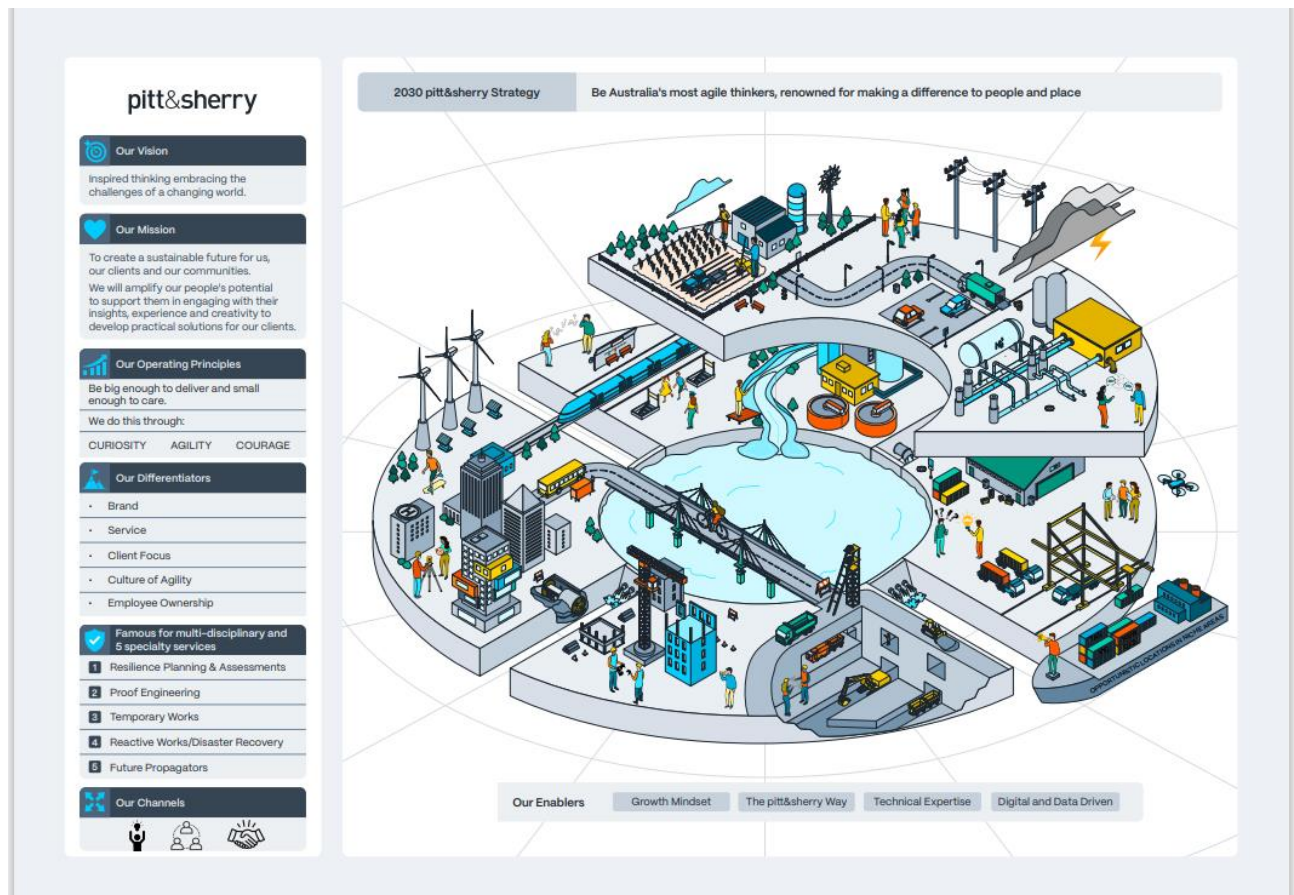
Our Structure

pitt&sherry is structured as a privately owned company operating since 1963 and incorporated in Tasmania with its registered office in Launceston, Tasmania. Our company is governed by the Board of Directors. We are a consulting company employing over 330 people with offices in New South Wales (Sydney and Newcastle), Victoria (Melbourne), Tasmania (Hobart, Devonport, and Launceston), and Queensland (Brisbane).

Our Operations

We deliver design, consulting, and advisory services within the Transport, Mining & Industrial, Civic, Energy and Construction Engineering markets. We work across the project lifecycle from planning, design and construction to operations and closure, including:

- Environmental consulting services, including planning and environmental approvals, and stakeholder engagement.
- Advisory services in sustainability, circular economy, Future Mobility and Intelligent Asset Advisory.
- Project management services.
- Building and surveying services including certification of domestic and commercial buildings, and essential services management by our wholly owned subsidiary Australian Building Surveying Services Pty Ltd



Our Supply Chains

pitt&sherry supply chain includes purchasing of goods and services we use to provide services to our clients and undertake day to day business operations:

Corporate and Operational Suppliers

- Vehicles and specialist geo-technical plant and equipment.
- Office supplies, corporate gifts, marketing materials.
- PPE protective clothing and equipment
- Laboratory testing and analysis services
- Catering, Cleaning services, maintenance, and office repairs.

Project Suppliers

- Construction suppliers and services.
- Sub-contractors and consultants

ITC and Electronic Equipment

- Electronic products including ITC, survey, and sampling equipment.

4. Reporting Criteria Three

Actions to understand and assess the risks of modern slavery in our supply chains

Over the reporting period, we undertook review of current high-risk countries and industries, noting the changes to Global Modern Slavery Index risks. This allowed pitt&sherry to identify additional aspects for continued monitoring and due diligence.

New and Emerging Risks 2024

Our Operations

It is widely recognised that there is considerable overlap between domestic abuse and modern slavery and within a domestic setting, whilst this may be extremely low, pitt&sherry recognise the potential risks of coercive domestic arrangements within its workforce

Our Supply Chain

Requirements for industrial and transport decarbonisation and the energy transition create emerging modern slavery risks, specifically regarding four key factors which elevate the risk of modern slavery: vulnerable populations, high-risk business models, high-risk procurement categories, and high-risk geographies.

Our internal desktop risk assessment showed that we remain at a low risk of modern slavery, and that there is a very low risk that we may contribute or cause modern slavery practices. However, we recognise that we purchase some high-risk products (such as ICT equipment and PPE) and services, including catering. Some of these products come from high-risk geographies. Whilst the risk is small, we may be directly linked to modern slavery through relationships with suppliers sourcing from high-risk geographies.

pitt&sherry 2024 Modern Slavery Risk Profile

High Risk Countries

Countries with the highest prevalence of modern slavery:

North Korea, Eritrea, Mauritania, Saudi Arabia, Türkiye, Tajikistan, United Arab Emirates, Russia, Afghanistan, Kuwait.

Supplier Profile

Supplier Category	High Risk Products (including tier 1 indirect suppliers)
Corporate and Operational Suppliers	PPE and merchandise Chemical products Catering products Vehicles and Plant
Project Suppliers	ITC PPE and merchandise Catering and Building services Battery storage, solar equipment and green energy control systems

ITC and Electronic Equipment

Technical equipment

Phones, computers and office equipment

Additionally, during the reporting period to further our understanding of Modern Slavery risks we have:

- Completed self-assessment benchmarking survey and used results to inform our 2024-26 Modern Slavery Roadmap
- Integrated Modern Slavery into our enterprise Risk Management practices, through inclusion of Modern Slavery aspects in our initial Environmental, Social and Governance (ESG) Materiality Assessment. This has allowed us to ensure requirements of our 2024-26 Modern Slavery Roadmap are linked to and reflected in our ESG 2024-26 Framework.

5. Reporting Criteria Four

Actions to address modern slavery risks including due diligence and remediation

Actions to Establish Modern Slavery Risk Appetite and Board Policy

Over the reporting period, we have defined our Modern Slavery enterprise risk appetite statement in line with our risk management and governance framework.

As part of Board Policy review, a Modern Slavery Policy has been endorsed, addressing the lack of standalone policy at pitt&sherry. The Policy establishes:

- a zero-risk appetite,
- governance and performance reporting
- development of annual statement and;
- requirements for supply chain due diligence.

Additionally we have revised, published and promoted our Board and operational Policies related to Modern Slavery, including:

- Whistleblower
- Employee and Supplier Codes of Conduct

Actions to Manage Operational and Supplier Risks

Over the reporting period, we have:

- Developed appropriate assessment criteria and tools to aimed to assist in assessing potential suppliers have the systems and capability to effectively identify and manage modern slavery risks.
- Continued to apply a supplier questionnaire to screen for modern slavery risks when engaging new suppliers. In high-risk categories, i.e. PPE supply.
- Ensured all our PPE supplies are sourced from organisations with established practices and assurance to manage modern slavery risks in the supply chain.
- Staff training on modern slavery for all our employees. This training raises awareness about modern slavery. In 2023, 229 of our employees completed such training.
- Publicly communicating our actions and approach to tackling modern slavery through our continued commitment to voluntary reporting by publishing yearly Modern Slavery Statements.
- Assigning accountability for modern slavery risk management to our Head of ESG & Sustainability, who directly reports to our Chief Executive Officer and the Board of Directors regarding modern slavery risks.

6. Reporting Criteria Five

Assessing the effectiveness of actions to assess and address modern slavery risks

Over the reporting period we have continued to review how effective our modern slavery risk assessment approaches are. We have reviewed and revised our Modern Slavery RoadMap, which has been endorsed and published. The roadmap has established quarterly effectiveness reporting to the Board on Modern Slavery risks, agreed actions to improve our management practices

Ensured Modern Slavery guidance information, templates and reporting tools is available to all staff through our refreshed internal communications channels and intranet.

Through our induction and onboarding processes, we have provided Modern Slavery training for 56 new employees. Additionally, a further 198 existing employee have undertaken refresher training.

Our review of our supplier and contractor management practices has allowed us to identify requirements for Modern Slavery performance reporting from our suppliers in high-risk categories, including provision of ITC equipment

We have received no reports, or information relating to any current pitt&sherry suppliers involvement, or exposure to modern slavery practices.

We have provided information to demonstrate our Modern Slavery risk management practices and systems to clients and upstream supply chain as part of pre-qualification and Request for Tender responses.

7. Reporting Criteria Six

Consultation process with the entities we control or own

During the reporting period we have:

- Provided background papers and information to support the development of Board Modern Slavery Risk Appetite statements and Policy.
- Completed self-assessment Modern Slavery benchmarking exercises.
- Undertaken consultation with the boards of all pitt&sherry subsidiary companies and provided updates on our actions to manage Modern Slavery risks, including how we may extend procurement practices to subsidiary companies.
- Included Modern Slavery risks in our regular HSSE and ESG focused internal newsletters and communication channels.

This statement was approved by the Board of Pitt & Sherry (Operations) Pty Ltd in their capacity as principal governing body of Pitt & Sherry on 17 December 2024

This statement is signed by Dean Comrie, in his role as the Chief Executive Officer, and Tom Quinn, in his role as the Chairperson of the Board of Pitt & Sherry (Operations) Pty Ltd, 17 December 2024.



Dean Comrie
Chief Executive Officer
Pitt & Sherry (Operations) Pty Ltd



Tom Quinn
Chairperson
Pitt & Sherry (Operations) Pty Ltd

pitt&sherry Modern Slavery Policy

Appendix A

pitt&sherry



Modern Slavery Policy

Purpose

This Policy establishes pitt&sherry’s commitment to ensuring its activities and supply chain do not involve products, services or practices that have Modern Slavery risks associated with them. The Policy applies to all pitt&sherry directors, officers, employees and contractors across all operations and activities.

Policy

pitt&sherry understand and recognise our obligation to respect human rights and protect workers in its operations and supply chains from exploitation and modern slavery. It is consistent with our Code of Conduct and values of integrity, sustainability, and accountability.

Commitments and Practices

- To enable and deliver its policy commitments and obligations pitt&sherry will:
- Understand and act on the obligations, expectations, and requirements to manage risks of modern slavery
- Embed information and tools into our procurement and supplier management processes and systems that provide assurance on potential suppliers’ capabilities and practices established to address potential modern slavery risks
- Review and address modern slavery risks as part of our Board risk management and governance practices
- Publish annual modern slavery statements that are consistent with requirements of Australian Modern Slavery Act 2018 (Cth); and
- Build capability and knowledge of modern slavery issues, risks and management practices with our staff and contractors.

Appendix - Document control information

Document status

The status of this document is shown below.

Title	Modern Slavery Policy
Version	Rev 01
Effective date	1 July 2024
Prepared by	Head of Health, Safety, Sustainability and Environment (HSSE)
Reviewed by	CEO /HSSE Co-ordinator
Authorised by	The Board

Document history

The history of changes made to this document is shown below.

Version	Date	Author	Description / Changes
00	July 2024	Head of Health, Safety, Sustainability and Environment	Creation of new standalone Modern Slavery Policy to support risk appetite statement and enable improved understanding and oversight of controls.

Modern Slavery Statement 2024

**Pitt & Sherry
(Operations) Pty Ltd**
ABN 67 140 184 309

Phone 1300 748 874
info@pittsh.com.au
pittsh.com.au

Located nationally —

- Melbourne
- Sydney
- Brisbane
- Hobart
- Launceston
- Newcastle
- Devonport



That's the pitt&sherry
difference.

pittsh.com.au ↗