

Modern Slavery Policy

Purpose

This policy establishes Ausenco's Modern Slavery compliance obligations under the Modern Slavery Act 2018 (Cth) (**the Act**) which took effect on 1 January 2019 and other relevant modern slavery legislation, collectively known as **Anti-Slavery Law**¹. The Act establishes responsibility to provide annual mandatory Modern Slavery Statements outlining Ausenco's efforts to identify and manage the risks of modern slavery and maintain responsibility and transparency in its operations and supply chains.

Modern slavery is defined in the Act as including:

- Trafficking in persons;
- Slavery;
- Servitude;
- Forced Marriage;
- Forced Labour;
- Debt Bondage;
- Child labour; and
- Deceptive Recruiting for labour and services.

This Policy applies to, and governs the conduct of, all employees, officers and directors of the Ausenco group of companies, as well as all agents of Ausenco, joint-venture partners and any third parties doing business in Ausenco's name (collectively known as '**Personnel**').

Policy

Ausenco recognises the importance of protecting human rights and is dedicated to protecting the rights of all people including its employees, clients, and those within its supply chains.

Ausenco does not condone or tolerate any form of modern slavery as identified under the Act and prohibits its Personnel and third parties engaged by Ausenco from contravening the Act.

¹ **Anti-Slavery Law means:**

- a) Division 270 and 271 of the *Criminal Code Act 1995* (Cth);
- b) *Modern Slavery Act 2018* (Cth);
- c) *Modern Slavery Act 2015* of the United Kingdom; and
- d) any other relevant law which has as its objective the prohibition of exploitation of workers, human trafficking, slavery, slavery-like behaviour, involuntary servitude, forced marriage, forced labour, child labour, debt bondage or deceptive recruiting for labour or services (or similar).



Ausenco will not knowingly conduct business with subcontractors, subconsultants, independent contractors, business partners, suppliers, vendors, or other third parties who violate Anti-Slavery Law.

Contraventions of this policy by Ausenco Personnel may result in disciplinary action, including termination of employment, and violations by third parties may result in exercise of contractual remedies, including termination of the relevant contract.

All Ausenco Personnel are responsible for ensuring compliance with this Policy. Any Personnel who have reason to believe or have a reasonable suspicion that Ausenco or any of its third parties are conducting business with an entity that is participating in activities which are prohibited under this Policy and under Anti-Slavery Law must report the suspected activity to their Business Line Manager, People & Performance Team or the Company Secretary.²

Ausenco is committed to ensuring it meets the obligations under the Act and are dedicated to implementing risk mitigation measures in order to combat forms of modern slavery and will continue to develop, communicate and maintain processes including Personnel training, supplier and vendor due diligence and statutory reporting.

² Refer to the Ausenco Business Ethics Standard and the Ausenco Anonymous Whistleblower Policy for additional information.