

Modern Slavery Statement FY 2024

Aurecon Limited

Aurecon Group Pty Ltd

Aurecon Australasia Pty Ltd



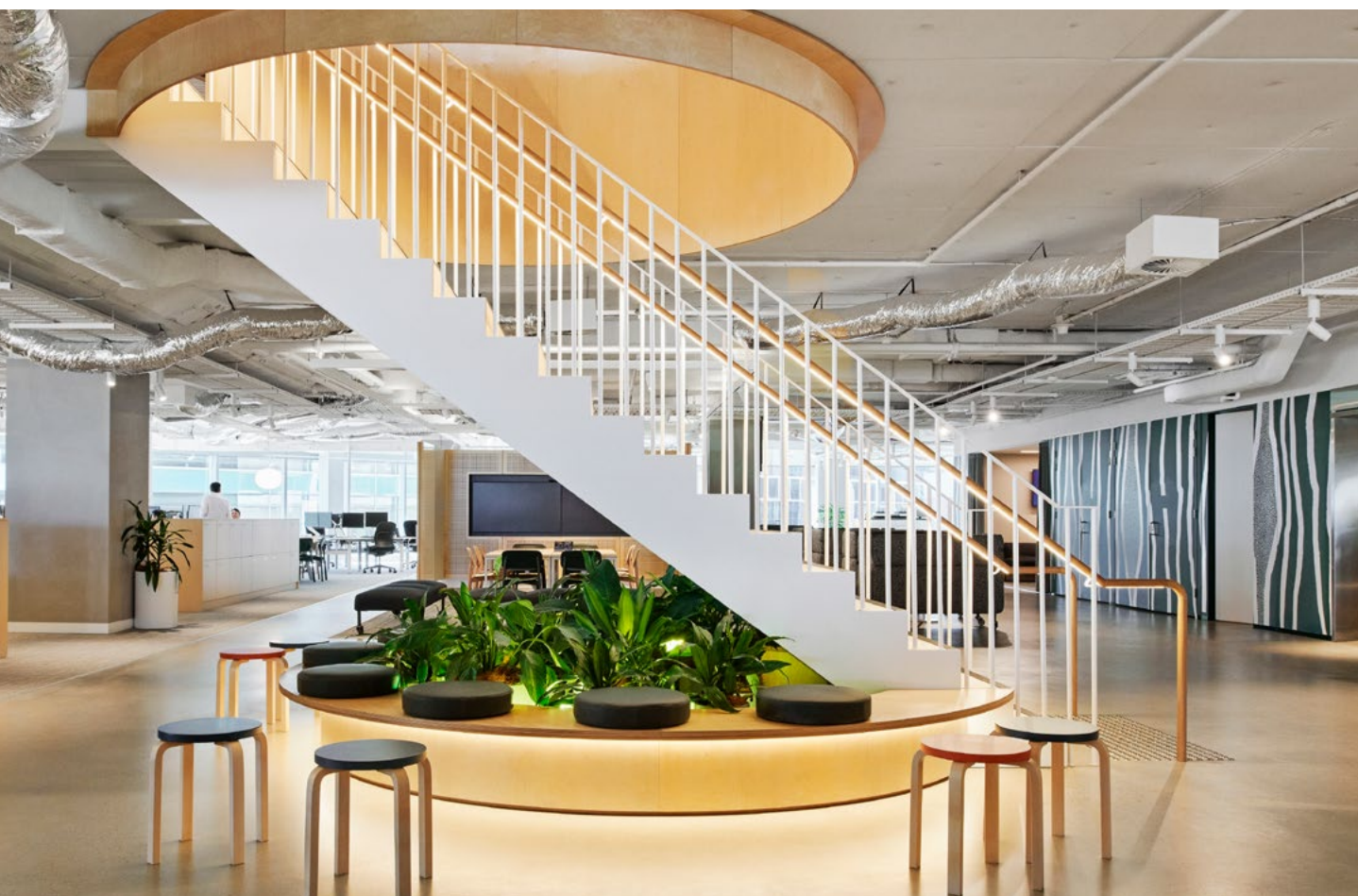
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Acknowledgement of Country

Aurecon acknowledges Aboriginal people and Torres Strait Islanders as the traditional owners of the land in Australia and the Torres Strait Islands. We recognise their ongoing connection to Country, their status as the oldest continuous culture in the world, their knowledge, history and storytelling. We pay our respects to Elders past and present and to all Aboriginal people and Torres Strait Islanders who are colleagues, partners in business and within the communities in which we operate. We are grateful for their generosity in sharing their culture and history with all Australians as we walk and work together into the future.



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 2024.

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. 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 FY24 to address those 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 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.



Who we are

Our organisational structure

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

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

The Aurecon Board is responsible for the overall corporate governance of Aurecon and our business strategy. The Board is comprised of our CEO, four non-executive directors and two executive directors. Learn more about the Aurecon Board [here](#).

Our 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



Tanya de Hoog
Chief Engineering,
Eminence &
Innovation Officer



Andrew Maher
Chief Client &
Growth Officer



Liam Hayes
Chief People Officer



Stephane Asselin
Chief Executive, Asia



Tracey Ryan
Chief Executive,
New Zealand

**Julian Dolby resigned from Aurecon on 30 May 2024. Tracey Ryan joined the Group Executive Leadership Team on 1 July 2024. Tanya de Hoog joined Aurecon on 12 August 2024.*

Our Operations

People	Locations	Offices
7,800+	11	31

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](#).

Our Locations

In FY24, Aurecon was operating in:

- Australia
- Greater China
- Hong Kong
- Indonesia
- Macau
- Malaysia
- New Zealand
- Philippines
- Singapore
- Thailand
- Vietnam

Our People

In FY24, Aurecon was operating with approximately 7,980 employees, representing a 5% increase from FY23.

- Asia 2,100+
- Australia 4,500+
- New Zealand 1,000+

Aurecon complies with applicable laws governing non-discrimination in employment in every location in which we operate.

Our Respect @ Aurecon Policy, supporting procedure and guideline, reinforces our existing zero tolerance for harmful behaviours, including any form of workplace harassment and discrimination. The Respect @ Aurecon Policy replaced Aurecon's Workplace Harassment, Discrimination, Bullying and Violence Prevention Policy in 2023.

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

Our Supply Chain

Aurecon's supply chain comprises of three key categories:

1. 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.
2. IT suppliers, including the purchase of IT infrastructure and equipment.
3. Project suppliers, including the engagement of subconsultants.

At the heart of our procurement practices is choosing to work with reputable partners and building long term partnerships.

Our Procurement Policy, supported by guidelines, governs the procurement and sourcing of goods and services. The Procurement team follows a detailed, sourcing methodology to support all stakeholder's sourcing requirements. The purpose of the methodology is to provide a transparent, consistent, and compliant procurement process. We have established processes, tools and templates to support and guide the stakeholders and the procurement team to successfully conduct any sourcing event.

Active Supplier

4121

We have mapped our global supply chain. In FY24, we had a total of 4121 active suppliers. The top five categories in which our supply chain operates are:

4. Research & Consulting Services
5. Construction & Engineering Services
6. Professional Services
7. Specialised Finance Services
8. IT Consulting & Other Services

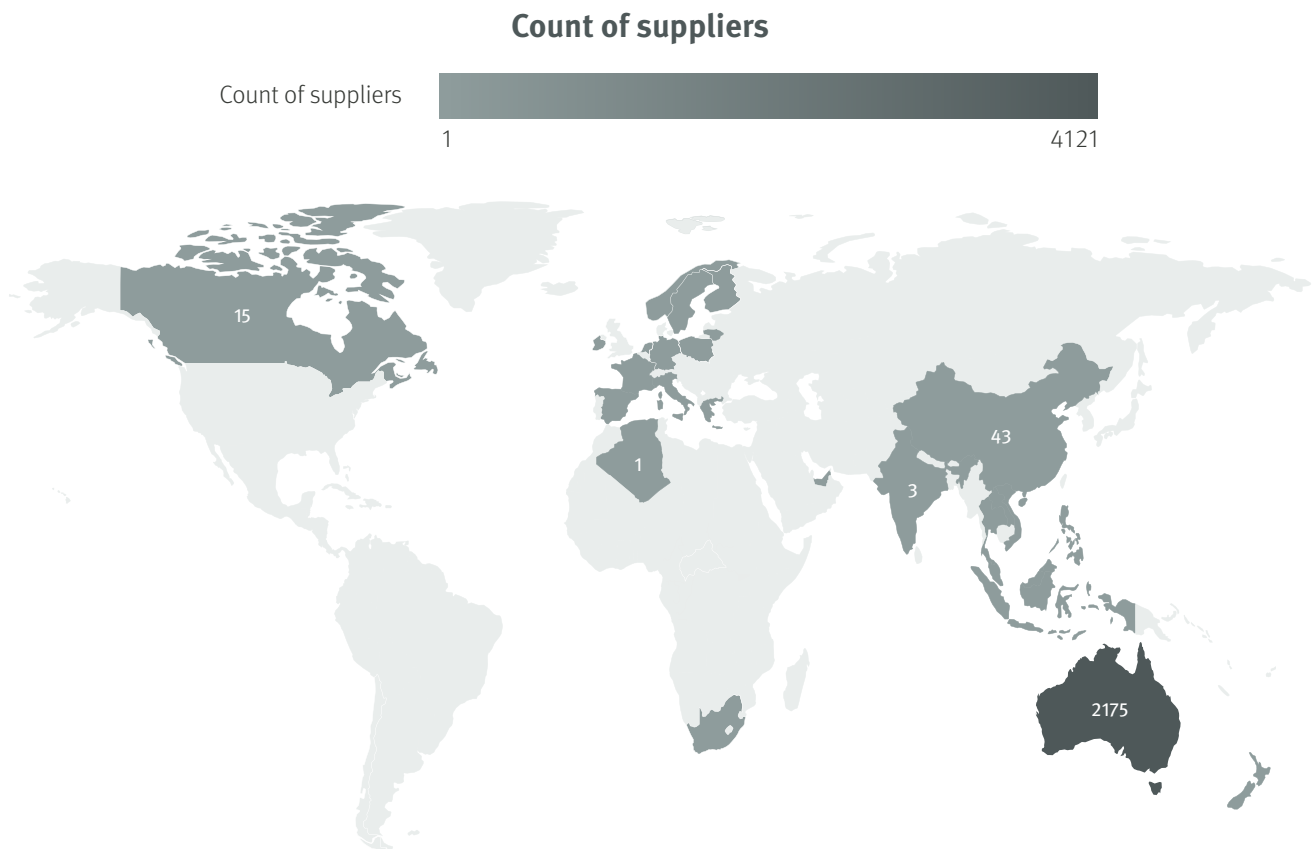
We remain focused on addressing the risks of modern slavery within our supply chain and will continue to map our supply chain through our supplier screening process.

At Aurecon, we are deeply committed to our Principles which infuse our culture. Our Believe it. Say it. Do it. principle underpins our commitments to acting ethically, honestly and with integrity in all aspects of our business dealings, including respecting the human rights of everyone who works for or with us.



Emily Sunman
Chief Legal & Risk Officer

Our Supply Chain numbers by location



Top 10 Suppliers Locations:

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

Our Approach

Acting with integrity to build trust and create a legacy

Aurecon acts with integrity in all its business and operational activities and relationships.

Through the **Aurecon Ethos** we build trust with our people, our clients and our communities. It sets clear expectations of behaviour for our people that foster a culture of integrity and guide our daily decisions, actions and relationships. We have heard it 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.

We live in a global world that is increasingly interconnected. Our individual and collective behaviour has an impact well beyond ourselves and our organisation; and we want that impact to be positive.

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.

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.

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FY24 Highlights

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

In FY24, Aurecon has continued to develop its Modern Slavery response by:

- Continued to monitor existing suppliers and thoroughly screen new suppliers through a robust due diligence process
- Conducted an extensive review of our Risk Management Framework
- Implemented a new risk assessment platform that provides industry best practice compliance screening
- Reviewed and implemented updated policies and procedures to support the Aurecon Ethos, including:
 - Respect @ Aurecon
 - Ethics Policy
 - Sustainability Policy
- Reviewed and updated our standard procurement terms: General Conditions of Engagement with Commercial Details
- Continued to promote awareness of modern slavery within the wider organisation with compulsory modern slavery training for legal, procurement and risk.

Identification and assessment of modern slavery risks

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

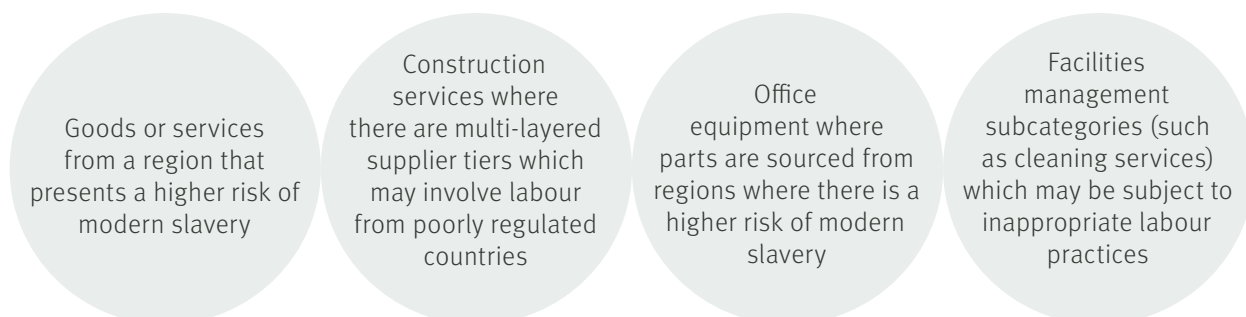
All suppliers and subcontractors undergo an evaluation and risk assessment procedure prior to any formal engagement.

Aurecon uses a digital screening platform to effectively assess new and current 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 modern slavery risk rating (very high to very low) based on geographic location and industry sectors through reliance on data from the Global Slavery Index. This rating is then assessed in conjunction with overall company information including its directors, ownership structure, adverse media, sanctions, state owned companies, politically exposed persons and any related companies to provide a wholistic overview of the supplier and any potential risks requiring further investigation.



After the initial risk assessment, Aurecon is automatically alerted of any new risks or issues for its suppliers. Aurecon has identified four areas within its supply chain which may present a higher risk of modern slavery:



To confirm consistency with supplier engagement at Aurecon, we ask suppliers to contract on our standard General Conditions of Engagement with Commercial Details. These terms require suppliers to:

- comply with laws regarding modern slavery;
- maintain and comply with its own prevention of modern slavery policies and procedures;
- immediately advise Aurecon if it becomes aware of any actual, threatened or likely breach of its obligations in relation to modern slavery, and provide assistance to Aurecon to remedy and/or investigate any actual, threatened or likely breach;
- use best endeavours to include in its contracts with its subcontractors and suppliers' modern slavery provisions that are at least as onerous as those set out in our standard agreement.

All suppliers are monitored and reviewed annually to confirm 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 onboarding process should they be re-engaged.

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 confirm it reflects current risk areas of modern slavery;
4. Our standard form contracts to confirm 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

By proactively identifying and managing risks, we aim to foster a culture of ethical responsibility and transparency within our operations and supply chains.

Speak Up

We are committed to a 'Speak Up' culture where open and honest discussions are the norm. Aurecon provides access to a confidential reporting platform, Whispli, for employees and other stakeholders to raise any reports of modern slavery concerns or other unethical or illegal behaviour. There were no reports of modern slavery concerns during FY24.

Our Policies

We believe in creating a world that works for all of humanity and the planet. Aurecon's response to addressing modern slavery falls within its approach to protecting human rights. The following policies support our commitment to respecting human rights and managing the risk of modern slavery in our operations and supply chain.

Our Ethos includes a non-negotiable requirement that all employees and subsidiaries comply with the laws in the country in which they work or operate. Aurecon expects that its consultants, contractors and suppliers will comply with the Ethos when they are working with us. The Ethos has been translated into Mandarin, Bahasa Indonesian, Thai & Vietnamese.

What is the Aurecon Ethos?



Our code of conduct



How we live our Principles



Our guide to working with integrity



How we connect and collaborate with one another, our clients, and our community



How we raise concerns

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.

Our **Modern Slavery Policy** recognises that slavery is a crime and a violation of fundamental human rights. Our Modern Slavery Policy sets out our commitment to addressing modern slavery risks in our supply chain, and our processes to source goods and services in accordance with our legal obligations and community and government expectations.

Our **Ethics Policy** is Aurecon's commitment to acting ethically, honestly and with integrity. The Ethics Policy and its implementation is further supported by Aurecon's Ethics Framework including the Conflict of Interest, Gift and Entertainment, and Anti Bribery and Anti-Corruption Policies

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.

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 provides protections for the reporting of reasonably held concerns of suspected or actual misconduct or an improper state of affairs or circumstances at Aurecon.



Risk Management Framework

Aurecon is committed to the effective and proactive management of risk which is integral to achieving our strategy and business objectives. Our Risk Management Framework provides a structured approach to identifying, evaluating and managing risks and opportunities across all areas of our operations and enables critical decision making.

As part of embedding robust risk management in Aurecon, we strive to have a mature risk culture which involves having visible leadership, ensuring we align to our corporate values within Aurecon's traditional businesses, new and emerging markets, technologies and integrating our strategic initiatives.

Recognising the serious implications of modern slavery, our Risk Management Framework incorporates measures to address potential risks within our supply chain and operational practices.

The Aurecon Board, with the support of its Committees, oversees the Risk Management Framework, including its implementation and evaluation. The Board requires risk management performance to be monitored, reviewed and reported to facilitate informed decision making.





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 33 entities across Australia, New Zealand and Asia (refer Appendix A). 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: focus areas for FY25

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.

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 FY25:

- Review the Aurecon Ethos
- Refresh and launch our Integrity Framework
- Develop and launch our Human Rights Policy
- Continue to develop the knowledge of our key stakeholders
- Review our supplier screening and onboarding processes to support the new screening platform
- Finalise integration of our screening platform with existing technology infrastructure
- Deploy modern slavery training for external suppliers
- Review and, if required, update modern slavery provisions in our standard form contracts to align with best practice



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

William Cox
Chief Executive Officer

Appendix A



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
Singapore Environmental Consultancy and Solutions Pte. Ltd	Company Number: 201422737D Address: 152 Beach Rd, #16-00 Gateway East, Singapore 189721	N/A

Company Name	Company Details	Employees
Engineering Insurances Pte Ltd	Company Number: 200206346D Address: 182 Cecil Street, #24-01 Frasers Tower, Singapore 069547	N/A
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, Edificio 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.	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	Company Number: 199801004815 (460942-T) Address: Suite #8-13-6, Mutiara Bangsar, 8 Jalan Liku, 59100 Wilayah Persekutuan Kuala Lumpur, Malaysia	100 - 1000

Company Name	Company Details	Employees
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
CHT International Sdn Bhd	Company number: 200101005144 (540900-D) Address: Unit 07-02, Level 7 Persoft Tower, 6B Persiaran Tropicana, Petaling Jaya, Selangor	10 - 100
ECL Capital Limited	Company Number: 3033905 Address: Manulife Financial Centre Tower B, Unit 1608 16/F, 223 – 231 Wai Yip St, Kwun Tong, Hong Kong	N/A
Acuity Sustainability Consulting Limited	Company Number: 2540942 Address: Manulife Financial Centre Tower B, Unit 1608 16/F, 223 – 231 Wai Yip St, Kwun Tong, Hong Kong	N/A
Acumen Environmental Engineering & Technologies Co. Limited	Company Number: 810734 Address: Manulife Financial Centre Tower B, Unit 1608 16/F, 223 – 231 Wai Yip St, Kwun Tong, Hong Kong	N/A
Acumen Laboratory and Testing Limited	Company Number: 1815948 Address: Manulife Financial Centre Tower B, Unit 1608 16/F, 223 – 231 Wai Yip St, Kwun Tong, Hong Kong	N/A
AEC Limited	Company Number: 0082961 Address: Manulife Financial Centre Tower B, Unit 1608 16/F, 223 – 231 Wai Yip St, Kwun Tong, Hong Kong	N/A

About Aurecon

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For more information, please visit
aurecongroup.com

