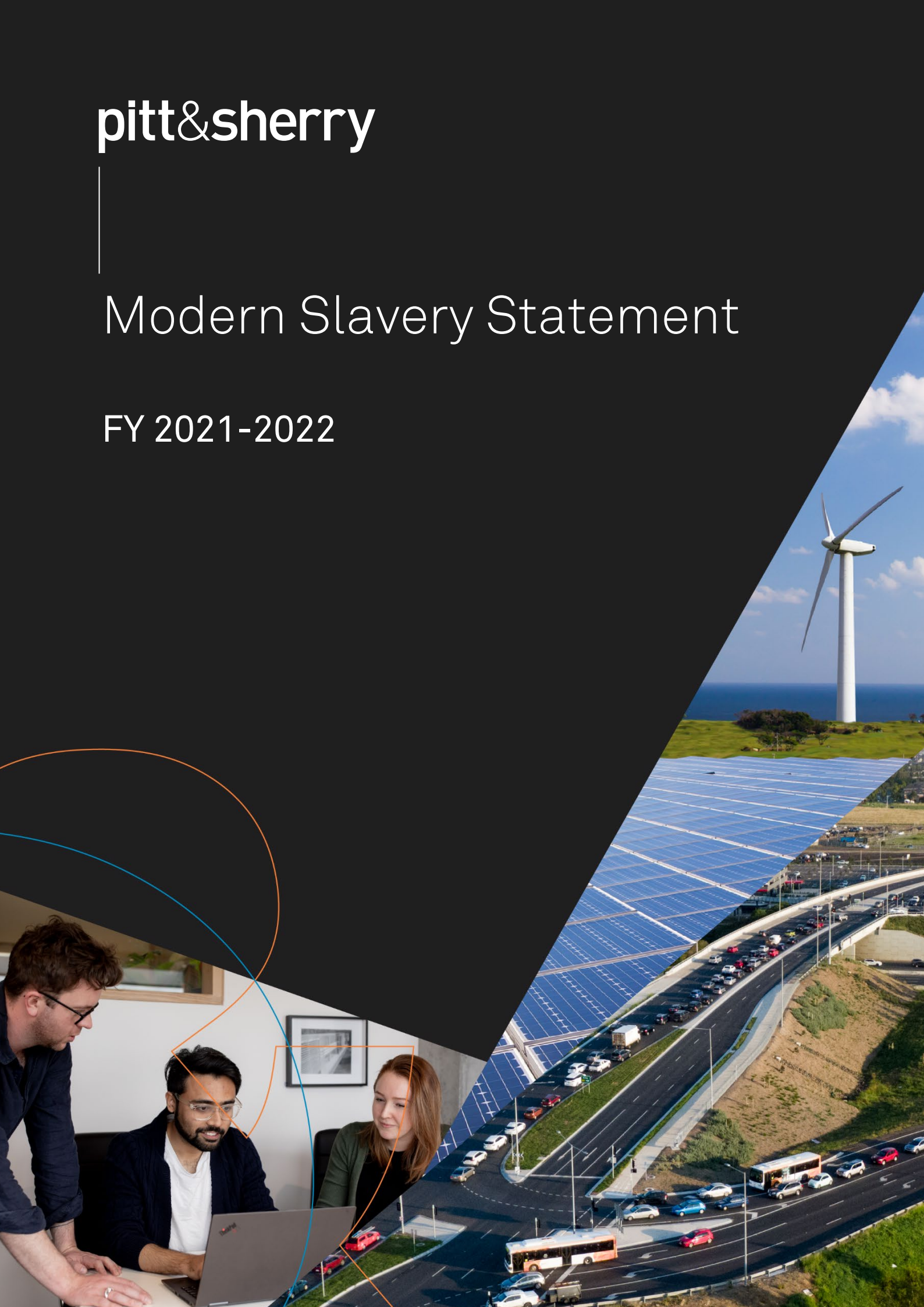


pitt&sherry

Modern Slavery Statement

FY 2021-2022



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About this statement

This is the second voluntary 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 financial year ended June 30, 2022.

This statement covers the activities of 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; Pitt & Sherry Holdings Pty Ltd, and Pitt & Sherry (International) Pty Ltd (PSI).

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

pitt&sherry has zero tolerance for any form of slavery-like practices. We are committed to identifying, addressing, and remediating modern slavery in our operations and supply chains.

About pitt&sherry

pitt&sherry is a privately owned company founded in 1963 in Tasmania. We have offices in New South Wales, Victoria, Tasmania, and Queensland.

We are a consulting firm providing engineering, environmental, advisory and project management services.

Our mission is to create a sustainable future for us, our clients, and our communities. We will amplify our people's potential, to support them in engaging with their insights, experience, and creativity to develop practical solutions for our clients.

We work across five key sectors: Transport Infrastructure, Industrial & Manufacturing, Mining, Energy, and Civic & Utilities.



Transport
Infrastructure



Industrial &
Manufacturing



Civic & Utilities



Mining



Energy

Our values are integrity, courage, creativity, accountability, sustainability, and relationships we form with our clients, employees, communities, and shareholders.

Our wholly owned subsidiary Australian Building Surveying Services trading as pitt&sherry building surveying ("ABSS") provides building and surveying services including certification of domestic and commercial buildings, and essential services management. Together we employ over 350 people.

For further details about our operations and supply chains refer to the [pitt&sherry Modern Slavery Statement FY 2020-2021](#).






Our actions

Over the reporting period we have made several improvements to modern slavery risk assessment capabilities in our business. To further our commitment to continuous improvement, we have particularly focused on strengthening our modern slavery risk assessment approach.

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

In the reporting period, we have developed an internal modern slavery risk assessment methodology to understand, assess, and respond to modern slavery risks. Our enhanced approach consists of five elements: understanding the risk, assessing the risk, addressing the risk, improving controls and accounting for controls.

Our five-step methodology involved:

-  1. Grouping our suppliers based on the nature of goods and services they provide us. For example: cleaning services, education, financial services.
-  2. Analysing supplier groups against industry, product, and business partner risks as high (known for high risk of modern slavery), medium (potential for high risk of modern slavery) and low (considered low risk of modern slavery) using various non-governmental, academic and government resources.
-  3. Analysing high risk supplier groups (from step 2) against the four most common forms of modern slavery to identify due-diligence priority areas for the reporting year.
-  4. Undertaking extended due diligence of high-risk suppliers.
-  5. Setting controls including discussing and raising awareness about these risks across business functions.

In the reporting period, our risk assessment showed that our engineering and environmental consultancy remains a low risk of modern slavery. However, we are aware that a higher potential risk are suppliers that sit outside of our core line of business, supporting and supplying our group of companies. While we are not directly involved in these sectors, we recognise that modern slavery risks may arise in the purchasing of several goods & services.

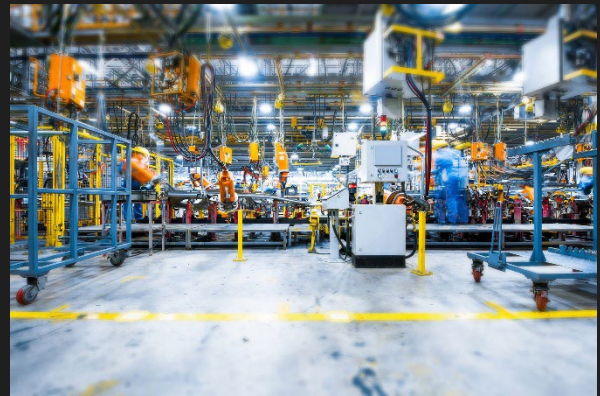
What we buy	Why we buy it	Where is the potential risk
<p>Electronic products including mobile phones, IT hardware, printers and alike</p> <p>(% suppliers in the category:18)</p>	<p>We depend on ITC to deliver services to our clients and conduct day-to-day business operations. For example, we use various software licenses to design engineering solutions for our clients, and we use computers, headphones, and mobile phones day-to-day. We do not procure hardware directly from manufacturers.</p>	<p>Modern slavery risks arise from using suppliers that rely on offshore supply chains to bring products into Australia with very little visibility into their supply chains and operations. An additional risk is that some of our suppliers, due to their business size, may potentially have inadequate policies to identify and prevent modern slavery risks (for example smaller SMEs).</p>
<p>Office supplies, corporate gifts, marketing materials and alike</p> <p>(% suppliers in the category:1.08)</p>	<p>We buy stationery and branded materials for day-to-day operations or as a part of our marketing efforts.</p>	
<p>Purchase of PPE protective clothing, safety equipment, and corporate clothing</p> <p>(% suppliers in the category:0.46)</p>	<p>Being an engineering consultancy safety is one of our core priorities. Our people, as a part of their day-to-day work with clients, regularly inspect and/or visit construction or infrastructure sites. To ensure their safety all our staff need to wear PPE when required.</p>	
<p>Cleaning services, maintenance, and office repairs</p> <p>(% suppliers in the category: 2.47)</p>	<p>We engage suppliers who provide cleaning services in all our offices. Some of our suppliers are sole traders and some are smaller businesses.</p>	<p>Workers in this industry may come from vulnerable communities and can include women, migrant workers, and youth¹. Hospitality businesses can unknowingly be used to exploit victims of sexual exploitation. Modern slavery risks arise from the fact that there is little visibility about workers' treatment and the management practices of our suppliers. The risk is further increased for women, youth, and low skilled migrants² who may perform basic tasks out of standard working hours, where the project deadlines are tight, or work is seasonal (in the case of construction suppliers for example).</p>
<p>Use of construction suppliers and services</p> <p>(% suppliers in the category: 2.62)</p>	<p>We engage suppliers who support delivery of work to our clients (e.g., underground drilling), or who provide work in our offices and on our project sites such as builders and joiners.</p>	
<p>Use of hospitality businesses to provide food catering, accommodation, or aligned services</p> <p>(% suppliers in the category: 3.1)</p>	<p>We purchase food, organise events, and/or need accommodation when travelling for work.</p>	

¹ [Cleaning Accountability \(2022\). Modern slavery in cleaning supply chains](#)

² [AIC \(2017\). Labour exploitation in the Australian construction industry: risks and protections for temporary migrant workers](#)

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

In the reporting period, we have commenced an early-stage assessment of our operations to assess and control potential risks of modern slavery. We comply with all national labour laws and regulations, and our operations pose a very low risk of modern slavery due to the nature of our operations and our geographic location. However, we recognise the importance of continuous improvement and will continue to review our operations.



Actions to improve processes, procedures, and supplier due diligence

Over the reporting period we have made progress in undertaking due diligence of suppliers we identified as high risk. We have developed a supplier due diligence assessment for modern slavery, and we have applied this assessment to several suppliers in the reporting period. This work is in the early stages and ongoing.



We have adopted and launched a [Supplier Code of Conduct](#), which was made available on our corporate website. We have also introduced modern slavery contractual obligations in all our supplier agreements. We recognise the importance of working with suppliers to combat the risks of modern slavery and we will continue to deepen our approach in communicating and raising awareness about our standards among our suppliers.



Actions to improve modern slavery assessment & control capabilities

As a part of our continuous improvement, during this reporting period we have onboarded a senior social responsibility specialist with expertise in human rights and modern slavery. As a result, we will be continuing to evolve our approaches and frameworks, to improve our practices to combat modern slavery in our supply chains and operations.

During the reporting period we have:

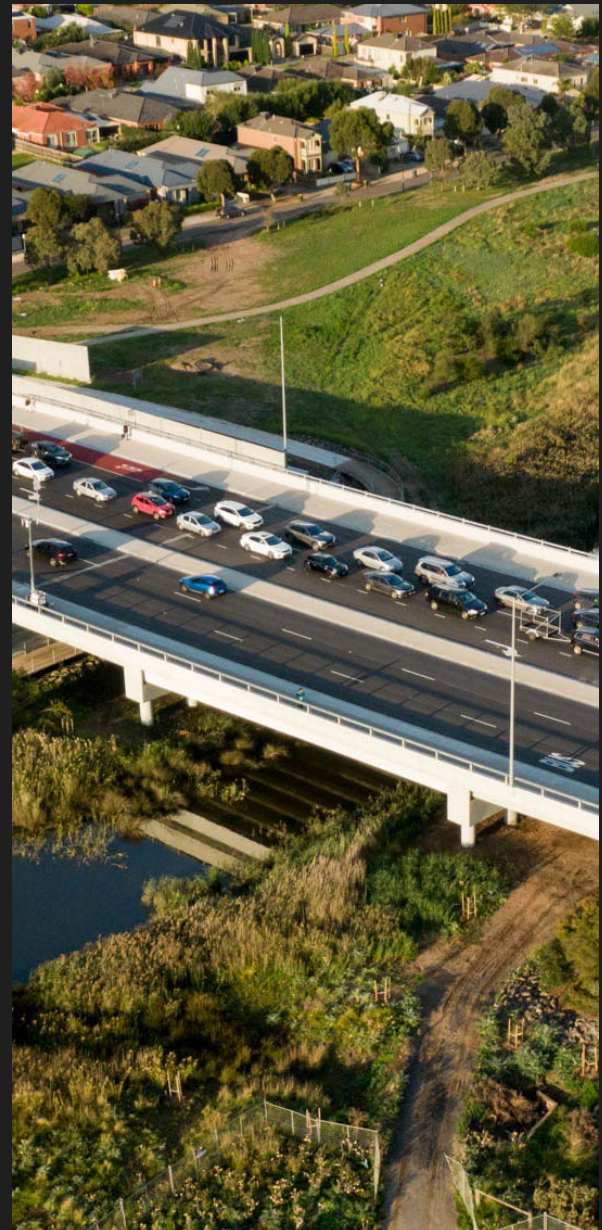
- Developed knowledge briefs, frequently asked questions, glossary, and Supplier Code of Conduct guidance materials for our employees.
- Provided targeted orientation to our executive team on modern slavery risks.
- Participated in several webinars and knowledge-shares organised by non-governmental organisations and others during the reporting period.

Actions to assess the effectiveness of our modern slavery approaches

During the reporting period, we have on-boarded a senior social responsibility specialist which allowed us to gain a better understanding of the overall effectiveness of our modern slavery approaches. This process is in the early stages, and we have not yet completed the review. However, we have introduced regular briefings with members of the Executive team where we have informed and discussed measures to strengthen our approaches as we look to develop a company-wide framework longer term. We have set ourselves a goal to develop a business-wide road map and a management plan.

Actions to consult with our entities

During the reporting period, we have introduced quarterly briefings to the PSO board, and we have engaged with the Chairperson of ABSS who has received regular briefings. In the reporting period, we have prepared a plan of action. We have organised a briefing with the Chairperson of the Board of ABSS and discussed the details of this Statement. We recognise the importance of continuous engagement with entities within our group, and we will continue to deepen our consultation and engagement with our entities to minimise the risks of modern slavery.



This statement was approved by the board of Pitt & Sherry (Operations) Pty Ltd. in their capacity as principal governing body of Pitt & Sherry on 17th November 2022.

This statement is signed by Benita Husband, in her role as the Chief Executive Officer of Pitt & Sherry (Operations) Pty Ltd on 17th November 2022.



Benita Husband
Chief Executive Officer
Pitt & Sherry (Operations) Pty Ltd



pitt&sherry

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Practical Solutions.

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