

Modern Slavery and Human Rights Statement FY2025

Geosyntec is voluntarily publishing this Modern Slavery and Human Rights Statement for FY2025 to demonstrate that we are committed to preventing the occurrence of modern slavery and human rights abuses directly within our business and indirectly through our supply chain and clients.

Geosyntec is not subject to the requirements of the Australian Modern Slavery Act 2018 (Cth) but has chosen to develop a Modern Slavery and Human Rights Statement as many of our clients are required to make such a statement and our commitment to prevent these practices strongly aligns with our values.

As this is a voluntary statement, we have chosen not to register it formally with the Australian Border Force, but rather make it available on our website.

About Our Business

Geosyntec is a consulting and engineering firm that works with private and public sector clients to address new ventures and complex problems involving our environment, natural resources, and civil infrastructure. Our two Australian branches provide specialist expertise in the design, operating and construction of tailings storage facilities and environmental inspection, auditing and remediation throughout Australia. Occasionally, we also conduct work in other countries, including South Africa, Indonesia, China, the United Arab Emirates and New Zealand.

Geosyntec employs over 150 people including 10+ Senior Principals. Our Australian employees are predominantly based in offices throughout Brisbane, Perth, Fremantle (Perth Laboratory), Gold Coast, Melbourne, and Sydney. As a result, we consider our direct employees to be at very low risk of modern slavery or human rights abuses.

At times, our work does require us to engage sub-consultants and contractors and/or purchase goods and materials which in turn present a greater risk of indirect exposure to modern slavery or human rights abuses.

Policies and Procedures

Our policies or documents that are most applicable to modern slavery and human rights are:

- Code of Conduct
- Health and Safety
- Environmental Compliance
- Quality Policy
- Supplier Management Procedures

Risk Management

To better understand the potential risks within our supply chain and in the countries in which we operate, we currently rely on external publications such as the Global Slavery Index (www.globalsslaveryindex.org) to guide our risk based approach. Two key indicators of the Global Supply Index are the 'Prevalence Estimate' which calculates the estimated proportion of the population living in modern slavery per 1,000 people and the 'Vulnerability to Modern Slavery'. The table below summarises these indicators for the countries where Geosyntec has conducted projects.

Country	GSI Prevalence Estimate* (per 1,000 people)	Vulnerability to Modern Slavery* (out of 100)
South Africa	2.7	52
Indonesia	6.7	49
China	4	46
United Arab Emirates (UAE)	13.4	40
New Zealand	1.6	8
Australia	1.6	7

* Further information about the Global Slavery Index and how it calculates the 'Prevalence Estimate' and 'Vulnerability to Modern Slavery' indicators can be found at www.globalsslaveryindex.org

None of the countries in which Geosyntec conducted work in were ranked by the Global Slavery Index at the highest level of its [prevalence estimate scale](#). The country in which Geosyntec conducted work which has the highest prevalence estimate is South Africa, which also has the highest rating in respect of the vulnerability to modern slavery indicator. While countries such as South Africa, Indonesia, China, UAE and New Zealand currently account for a relatively minor portion of our overall work in hand, Geosyntec is committed to preventing the occurrence of modern slavery and human rights abuses across our supply chain and the clients who we work with.

Supplier and Client Due Diligence

Geosyntec expects that all its sub-consultants, sub-contractors and suppliers across its supply chain will abide by the Modern Slavery Act 2018 (Cth). To minimise the risks associated with third parties in the supply chain, the Senior Principals of the company will consider the assessment of modern slavery and human rights factors when assessing sub-consultants, sub-contractors, and suppliers with emphasis on those that operate in or manufacture goods or materials in high-risk geographical locations.

Similarly, when considering work for a new client, Geosyntec will consider the country in which the work will be conducted and the potential for modern slavery to occur and assess modern slavery and human rights factors as part of its due diligence process for potential clients.

To date, Geosyntec has not found any instances of modern slavery in its operations, supply chains or associated with our current clients.

Training and Communications

Geosyntec has conducted formal training regarding modern slavery and human rights abuses for each of its Senior Principals and key procurement personnel.

No formal training is currently conducted for other employees given the low risk to employees, but the issue of modern slavery and human rights abuses has been discussed with staff to raise awareness of the potential issues.

Actions

Geosyntec will continue to review the risks associated with modern slavery and human rights abuses that may be directly or indirectly associated with our business and respond to these where necessary.

Geosyntec will continue to refine our risk management, procurement, and client engagement processes to improve the assessment and consideration of modern slavery and human rights factors in both the selection of our suppliers and the clients we conduct work for.



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