

GMR ANTI-SLAVERY & HUMAN TRAFFICKING

GMR Owner

The Key Contact for this GMR is the CEO / Managing Director.

Brief Description

The company maintains relationships with many different organisations in its supply chain, as well as employing directly large numbers of people.

Entities based, or operating, in Australia, which have an annual consolidated revenue of more than \$100 million, are required to report annually on the risks of modern slavery in their operations and supply chains, and actions to address those risks – “Australian Modern Slavery Act 2018 (Cth)”,

Cardno has reviewed its existing compliance and risk management processes to determine to what extent measures already exist, and what further measures may be required to prevent slavery and human trafficking taking place in any part of our businesses or in our supply chains.

This GMR underpins Cardno's approach and governs all of the Group's business dealings and the conduct of all persons or organisations with whom Cardno contracts directly or who Cardno appoints to act on the company's behalf. Cardno requires all or who have, or seek to have, a business relationship with Cardno and / or any member of our Group, to familiarise themselves with this policy.

1. Cardno has a zero-tolerance approach to modern slavery

Modern slavery takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

- > Cardno is committed to acting ethically and with integrity in all business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in Cardno's businesses or in any of the Group's supply chains.
- > Cardno is committed to ensuring there is transparency across our businesses and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Australian Modern Slavery Act 2018 (Cth). Cardno requires the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, Cardno includes specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and Cardno requires that our suppliers will hold their own suppliers to the same high standards.

2. Modern slavery is a crime and a violation of fundamental human rights

All Cardno staff or all persons working on behalf of Cardno in any capacity, including contractors, advisers, seconded workers, volunteers, interns, agents, external consultants, third-party representatives and business partners must ensure they are aware of their responsibilities and obligations with respect to the prevention, detection and reporting of modern slavery in Cardno's businesses or in any of the Group's supply chains.

- > Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate training on it and the issue of modern slavery in supply chains.
- > Individual employees are required to take personal responsibility to be familiar with and take necessary action to enforce this legislation. You must ensure that you read, understand and comply with this policy. Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.
- > Cardno's zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of business relationships with them and reinforced as appropriate thereafter. Cardno may terminate relationships with other individuals and organisations working on Cardno's behalf if they breach this policy.
- > The CEO/Managing Director of the Cardno Group is responsible for the annual review of this Policy.

3. Modern slavery can occur in global supply chains, which business has the power and influence to address

The prevention, detection and reporting of modern slavery in any part of Cardno's businesses or supply chains is the responsibility of all those working for Cardno or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

- > You must notify your manager or call the Cardno Whistleblower Hotline (<https://intranet.au.cardno.com/Pages/CWhotline.aspx>) as soon as possible if you believe or suspect that a conflict with this policy has occurred, or may occur in the future.
- > You are required to raise concerns about any issue or suspicion of modern slavery in any parts of Cardno's businesses or supply chains of any supplier at the earliest possible stage.
- > If you believe or suspect a breach of this policy has occurred or that it may occur you must report it in accordance with our Whistleblower Policy as soon as possible. You should note that where appropriate, and with the welfare and safety of local workers as a priority, we will give support and guidance to our suppliers to help them address coercive, abusive and exploitative work practices in their own business and supply chains.
- > If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your manager or through the Cardno Whistleblower Hotline.
- > Cardno encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, inform the HR Manager immediately. If the matter is not remedied, and you are an employee, raise it formally using our Grievance Procedure, which is available from the HR Manager.