

MODERN SLAVERY STATEMENT

REPORT

CERTUS PROJECTS

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What is Modern Slavery

Modern slavery is a serious violation of an individual's dignity and human rights. Modern slavery occurs when a person is under control of another person/s who applies violence to maintain that control, and the goal of that control is exploitation. This may include forced marriage, servitude, human trafficking and forced labour.

The Modern Slavery act is a legislation that requires some entities to report on the risk of modern slavery in their operations and supply chains, and actions to address those risks. The Act requires entities based or operating in Australia, primarily government bodies, local councils and state-owned corporation which have an annual consolidated revenue of more than 100 million to report annually on the risk of modern slavery.

Certus Projects aims to ensure best practice by taking measures to address Modern Slavery on a voluntary basis in addition to meeting client and stakeholder requirements.



Our Commitment

We recognise that while Australian legislation provide robust protections, there are still workers and vulnerable minority groups that are at risk of exploitation, particularly in high risk sectors such as building and construction, logistics, mining and agriculture.

Our commitment to the Modern Slavery is to acknowledge our responsibility as a business to respect human rights and ensure we take the appropriate measures for prevention, migration and where appropriate remediation.

We aim to carry out our human rights due diligence by implementing policies and processes and sharing the standards of behaviour expected of all staff, contractors and suppliers within our procurement chains. It is our commitment to review our processes continuously, as we recognise human rights risk may change over time and as our business operations evolve.

Our structure, operations and supply chains

About Us

**Certus (Latin meaning)
certain, determined, resolved**

Certus Projects is an engineering contractor with the infrastructure sector. We provide services in delivering construction of bridges, heavy rail, roads and maritime works. Our capabilities include design and construction, project management, complex approval pathways and safety & quality management.

We are dedicated to fostering a culture of continuous learning and improvement and to providing a supportive and inclusive workplace where our employees can thrive. We believe in acting with integrity, transparency, and a commitment to social responsibility in all of our business practices.

At Certus Projects, we are committed to improving communities through sustainability, innovation and quality works.

Where we operate

Certus Projects' primary focus is to serve clients based in Australia. Our office is based in Sydney with our presence in projects within the Sydney Metropolitan area.

Where we source

The majority of goods and services that we procure come from suppliers and contractors are based in Australia.

Our major categories of procurement include



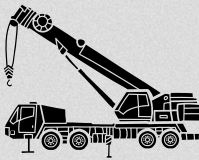
Information
Technology



Marketing



Professional
Services



Specialised
Operators



Skilled Labour
Hire




Construction
Materials

Risks

Our modern slavery risks areas


Certus Projects understands that modern slavery risk refers to the potential adverse impact an organisation can have on labour-related rights.

01 Procurement of Suppliers and Subcontractors



Certus Projects engages and collaborates with contractors and suppliers to meet their project commitments. We understand that by outsourcing to other companies, there is potential for risk in modern slavery such as restrictions on migrant and student visas, loopholes for labour hire providers and inadequate contractor protections.

02 Branding and Ad Hoc Purchases



Certus Projects will on occasion procure promotional or marketing goods for corporate functions or internal use such as uniforms, drink bottles and other promotional merchandise. Such goods can be mass produced at low cost, therefore where appropriate due diligence on the vendors is not completed, there is potential for poor labor practices, particularly where products may be sourced from countries identified as high risk of modern slavery.

Our Actions

Certus Projects assesses and addresses risk in Modern Slavery by working collaboratively with staff, contractors, suppliers and stakeholders to prevent, mitigate and where appropriate, remedy Modern Slavery in our operations.



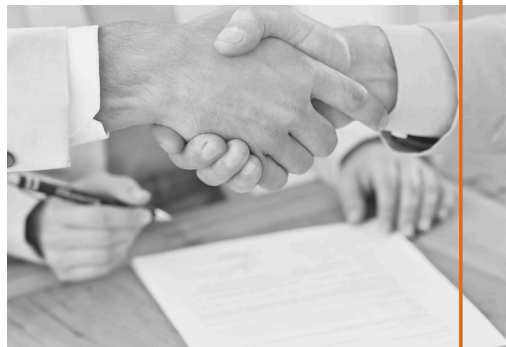
Internal Staff

- Delivered staff training and presentation on Modern Slavery
- Developed Modern Slavery Policy and implemented within our onboarding systems



Suppliers & Subcontractors

- Assess suppliers and subcontractors on Modern Slavery risk based on key factors
- Share our Modern Slavery Statement and communicate our standards towards meeting compliance
- Distribute a questionnaire response for every project awarded



Clients

- Provide clients with our Modern Slavery questionnaire response
- Ensure all due diligence are met and include supporting documentation where required.

Consultation, collaboration and forward commitments

One of our key commitments is to continue our contribution towards raising awareness and complying to modern slavery and human rights regulations.

We understand that by being directly engaged by clients within the government bodies, local councils and large corporations sector, our due diligence is imperative in meeting clients' expectations on their processes and operations in countering Modern Slavery.

We acknowledge that our commitment is ongoing and recognise that the human rights risks may change over time as the business enterprise's operations and operating context evolve.



For questions relating to this statement:

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