

# Intega Group Limited

## Modern Slavery Statement

### INTRODUCTION AND BUSINESS STRUCTURE

Intega Group Limited ('Intega') is an ASX listed entity with several subsidiary companies and is subject to the *Modern Slavery Act 2018* (Cth) ('Act') that commenced operation on 1 January 2019. In compliance with the Act, Intega's first annual statement is due on 31 March 2021. Intega recognises this opportunity as an industry sector leader to positively impact upon industry practices, to more effectively identify and ultimately eliminate modern slavery in any form, be it domestically or abroad.

Intega recognises the meaning of Modern Slavery as defined in the Act as including:

- servitude, forced labour, and deceptive recruiting for labour or services, forced marriage by coercion, threat or deception as provided in Division 270 of the *Criminal Code Act 1995* (Cth);
- trafficking of persons into, out of and within Australia including debt bondage and victim harbouring as provided in Division 271 of the *Criminal Code 1995* (Cth) and as defined in Article 3 of the Protocol to Prevent, Suppress and Punish Trafficking in Person, Especially Women and Children – UN Convention; and
- forced child labour as identified in Article 3 of the ILO Convention (No.182).

Intega will continuously work with its suppliers, stakeholders, subcontractors and employees to enhance its knowledge and awareness of modern slavery risks across operations and supply chains.

For the purpose of the Act, the Intega Group consists of:

- Construction Sciences Pty Ltd;
- Utility Locating Pty Ltd t/as SureSearch;
- Trilab Pty Ltd; and
- PPI Australia Pty Ltd.

### OUR BUSINESS, OPERATIONS AND SUPPLY CHAINS

The Intega Group employs 980+ staff in Australia and has engaged in over 50,000 projects. Its clientele includes Commonwealth, State and local governments and industry leading tier 1 contractors across the infrastructure sector, construction sector and mining infrastructure sector. Intega's services include construction material testing, subsurface utility engineering, owners' representative services, environmental testing, geotechnical engineering, geomechanical testing and quality assurance.

Intega's Modern Slavery Statement sets out our mission to identify, address and ultimately eliminate modern slavery risks arising from its operations and within its industry sector. It outlines the steps Intega has already taken, such as modern slavery compliance statement, client and supplier due diligence questionnaires and mandatory staff training and highlights those areas which will be a focus for improvement moving forward.

Intega is committed to operating its business under an umbrella of legal compliance, staff inclusion and corporate social responsibility. Intega is dedicated to ensuring it ethically engages with suppliers, contractors and subcontractors that are aligned with these values. At Intega we insist that all supply chain partners operate in compliance with all applicable modern slavery laws prohibiting human slavery and slavery like practices, human trafficking and child labour. Intega complies with all laws regarding modern slavery, corporate social responsibility, environmental and workplace health and safety, staff inclusion and diversity and training. Intega has a Whistle Blower Policy and an external, independent hotline for staff and stakeholders to use. All staff receive mandatory training on how to utilise this service.

Despite the fact that modern slavery is a complex issue occurring in various forms, Intega is actively engaging with its subsidiary companies as a group to continuously address any contentious issues across our supply chain. We have developed systems including prequalification questionnaires to develop transparent models to detail how modern slavery may exist within our industry and operational framework. It has implemented practices, policies and mandatory training which establishes the expectation Intega has across its group and all employees. Our developing strategies for remediation processes include policy assessment, evaluation, training and collaboration with our stakeholders across the group.

Being engaged in the construction materials testing, utilities locating, geotechnical and environmental engineering space within the infrastructure industry, Intega and its subsidiary companies have a comparatively simple procurement supply chain that includes the purchase of products and services needed for the businesses day-to-day operations. These include the procurement of office and stationary supplies, IT infrastructure and support services, employment and training of staff, external consultants and other advisory services when required, leasing and/or purchase of plant and laboratory equipment, motor vehicle leasing, leasing of office space, and travel booking services.

### **INTEGA'S APPROACH TO PREVENTING MODERN SLAVERY RISK, REMEDIATION AND ASSESSMENT OF EFFECTIVENESS OF PROTOCOLS**

In preparation for its first annual modern slavery statement, Intega's executive management team in collaboration with its legal, finance, procurement, human resource and operations teams are working collectively to ensure a company group-wide responsibility for ongoing compliance with the Act.

A descriptive of the Intega's Group supply chain and operational categories is surmised in the table below:

<b>Supply/Operational Category</b>	<b>Risk Overview</b>
Procurement of office and stationary supplies	Sourced exclusively from locally based suppliers subject to Federal and State laws. Items manufactured overseas may have complex supply chains.
IT infrastructure and support services	Sourced domestically from a supplier. Products are manufactured by multinational companies that are subject to modern slavery compliance.
Employment and training of staff	All training services are locally based training providers and all employment is subject to Federal and State laws.
Advisory services	All advisory and consultancy services are locally engaged and are subject to Modern Slavery compliance.
Leasing/purchase of automotive, plant and laboratory equipment	All plant and laboratory equipment are sourced from a domestic supplier. Whilst materials and machinery within plant and other equipment may have complex layers of supply chains, the equipment is ultimately assembled and manufactured by multinational companies that are subject to modern slavery compliance.
Subcontracting entities	Locally based entities subject to Federal and State laws. Compliance is not limited to modern slavery but to other closely related illegal and fraudulent activities.
Clients	Federal, state and local governments and tier 1 contractors, all of which are subject to modern slavery compliance and federal and state laws. Smaller clients are local entities.

Whilst Intega's procurement supply chain is relatively simple, it is committed to expecting compliant standards of corporate responsibility, legislative and regulatory compliance as well as demonstrated due diligence processes from its supply chain partners, subcontractors, employees and clients. Intega recognises that this is a continuous and evolving process and it has identified subcontractors as a potential risk within the infrastructure and construction sector in which it operates. Intega has developed (and continuously review and improve) our subcontractor prequalification process requiring our subcontractors' confirmation of compliance with modern slavery requirements. Irrespective if subcontractors qualify as a reporting entity as defined by section 5 of the Act or not, Intega insists (at a minimum) the following compliance:

- If in Queensland, Victoria or South Australia that entities comply with the *Labour Hire Licencing Act 2017 (QLD)*; *Labour Hire Licencing Act 2017 (SA)* and *Labour Hire Licencing Act 2018 (VIC)*;
- Confirmation from subcontractors that employees are paid in accordance with legislative, regulatory and/or bargained awards for wages and hours worked; and
- Confirmation that foreign workers have the correct visa documentation which allows them to legally work in Australia.

These steps are an integral step in Intega's on-boarding process to eliminate sham contracting as well as the exploitation of workers in labour hire arrangements.

Although the underpayment or delayed payment of workers; inadequate or inferior working conditions; undue hours without receiving the obligatory penalty pay rates are not strictly considered modern slavery, Intega recognises that these practices are illegal and can lead to exploitation, coercion and threats which develops into modern slavery. Intega's remediation measures begin with identification and reporting of potential breaches of any Intega policies including modern slavery. Intega's Whistle Blower Policy ensures its employees can confidently report any discrepancies they may identify with the assurance of anonymity. Its employees have received induction and ongoing training and awareness not only of the Whistle Blower policy, the Hotline and also the direct access to report indiscretions to our in-house legal team in strict confidence. If an indiscretion or breach is identified Intega's remediation process begins with its legal and management teams.

In order to assess the effectiveness of these actions, the steps Intega undertakes and continuously strives to improve upon include:

1. Assessing (and reporting) the risks in its operations and supply chains with emphasis on high risk geographical locations, supply chains and business transactions to ensure compliance with the Act. As noted above, Intega has identified underpayment, excessive working hours and sham contracting as a particular risk within our industry which can lead to modern slavery;
2. Continuous development and the review of our Modern Slavery Statement and protocols including our Code of Conduct, Diversity and Inclusion Policy, Whistle Blower Policy, Anti-Corruption and Bribery Policy as they apply throughout our operational and supply chains;
3. Annual compulsory staff training in modern slavery compliance requirements and how to report any discrepancies. This also includes annual Code of Conduct training and awareness of direct and confidential access to Intega's in-house legal team;
4. Continuous development of onboarding and due diligence processes for supply chain partners and stakeholders, contractors and subcontractors to ensure compliance with the Act. Intega ensures that the values of its stakeholders do not only comply with modern slavery or other legislative requirement but also that they acknowledge and operate within the parameters of its Code of Conduct and other policies;
5. Legal review of all supply partner, contractor and subcontractor contracts and agreements to ensure they contain terms that align with both Intega's core values and are compliant with the requirements of the Act and its governance policies;
6. Creating processes to monitor, identify, educate, discuss and address any potential modern slavery risks that may be identified in either Intega's upstream or downstream contracts and supplier partner agreements; and

7. Creating a modern slavery monitoring process to measure and report the effectiveness of Intega's and its supplier partners compliance through performance monitoring ensuring compliant annual reporting under the Act. This process will continue to evolve annually with Intega's Modern Slavery Statement.

This statement is approved by the Managing Director and Chief Executive Officer.



Matt Courtney  
Managing Director and CEO  
Intega Group Limited