

Modern Slavery Policy Statement

Application

This Policy applies to all Phronis Pty Ltd directors, officers, employees and contractors, and to any other relevant person who is notified that this Policy applies to them (collectively, you). It also applies to all elements of our supply chain.

This policy should also be read in conjunction with the Phronis Code of Conduct and Ethics, which serves as a guide for how to conduct yourself as a member of the Phronis team.

Policy

Phronis exists to inspire the delivery of world changing infrastructure. World changing infrastructure is not only realised through strong technical leadership and capability, but also when we fully appreciate that the infrastructure we design must enable better futures for everyone who interacts, or is influenced or impacted by it – across all areas of the community and the value and supply chains and the people within it.

At Phronis, respecting human rights is inherent in our business operations.

- Our name, Phronis, is derived from an ancient Greek word that talks of practical thinkers grounded in trust, virtue and a moral and ethical strength
- It is embedded in our values that talk of delivering powerfully, balancing our head (wisdom and intellect), heart (our passion) and our commitments and accountabilities in the pursuit of our work. They reflect and shape the behaviours that define our culture.

This policy affirms our commitment to our role to contribute to ending all forms of modern slavery and outlines our approach to reducing the risk of modern slavery practices within our supply chain and operations. Phronis is committed to valuing human rights and is committed to ensuring all business is conducted to ethical, professional and legal standards in a fair, honest and open manner. Trust is everything.

With this as the foundation, Phronis:

- recognises that it has a responsibility under the Modern Slavery Act to take a strong approach and action to reject any forms of modern slavery and human trafficking
- ensures the risks of modern slavery are understood and addressed in accordance with internationally recognised principles and the Modern Slavery Act of 2018
- is committed to promoting ethical business practices and policies that protect workers from being abused and / or exploited, both in our own business and our supply chain
- is committed to limiting the risk of modern slavery occurring in our business, ensuring there is transparency in our business and in our approach to tackling modern slavery throughout our supply chain
- commits to utilise the due diligence that has been conducted to date, to continually enhance action plans and governance structures to address the risks of modern slavery in our operations and supply chain.



Shaun Nugent
Managing Director
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