

Modern Slavery Policy

Veolia's purpose is to contribute to human progress by firmly committing to the Sustainable Development Goals set by the UN to achieve a better and more sustainable future for all. As a water, waste and energy business, Veolia sets itself the task of "Resourcing the world" by protecting, preserving and providing access to vital resources.

As Veolia's values translate into both its rules of conduct and its actions, this involves creating the conditions for the day-to-day ethics that are a primary focus of its governance. Veolia is an ethical organisation and must be accountable for this and the values that it proclaims contribute to establishing its legitimacy as a company.

Veolia contributes to environmental conservation and economic development and strives for continuous progress in the careful management of natural resources, the fight against climate change, pollution reduction, the preservation and development of biodiversity and the improvement of the health and well-being of the populations. This includes taking a proactive stance against modern slavery and the conditions that enable it.

Modern slavery is an umbrella term used to describe situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom. Modern slavery is defined by eight types of serious exploitation: trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services, and, the worst forms of child labour, where children are subjected to slavery or similar practices. It does not include practices like substandard working conditions or underpayment of workers, however, tolerance of less severe abuses can create the conditions that allow modern slavery to occur.

Veolia has been a signatory to the United Nations Global Compact since 2004; respecting human rights is an essential condition for the development and durability of business activities. Veolia is committed to:

- Complying with the Australian Modern Slavery Act 2018 (The Act) and other relevant legislations; through in particular the reporting & publishing of an annual *Modern Slavery Statement* which sets out in detail our commitment to assess and address modern slavery risks in our operations and supply chains;
- Ensuring suppliers to Veolia are subject to a Supplier Assessment and agree to comply with the obligations outlined in the Act and relevant legislations;
- Training for staff in recognising & responding to Slavery if found in our operations or supply chain;
- The development of a Remediation Plan if Modern Slavery is found in our operations or supply chain. If remediation is not possible, Veolia will cease the business relationship with the supplier;
- A continuous improvement approach to assessing and addressing Modern Slavery within our business;
- A victim centred approach whereby any suspected victim of Modern Slavery, the point of view of the victim is the first consideration and has the right to protection and assistance.
- Adhering to and implementing the Veolia Group (worldwide) [Human Rights Policy](#), which is informed by the UN Guiding Principles on businesses and Human Rights and other international frameworks.
- The promotion of the right to whistleblowing using the [Group Whistleblowing system](#).

All managers, employees, contractors and visitors are responsible for being aware of, and complying with this policy.