

MODERN SLAVERY POLICY

Revision	0
Date	April 2025
Authorised By:	Paterson Architects



Purpose

The purpose of this policy is to raise awareness, address and prevent modern slavery risk in our supply chains and internal operations.

Scope

The scope of this policy is to provide a definition of what the term “modern slavery” means and its application to our industry and our practice.

Statement

The term “modern slavery” describes situations where coercion, threats or deception are used to exploit victims and undermine their freedom; these can be explicit or implicit. We endeavour to the best of our ability to ensure that there is no modern slavery in any part of our operations. Further, we are committed to acting ethically and with integrity in all business dealings and relationships, and where possible, to ensure modern slavery is not taking place in our own business or supply chain.

Governance

The Commonwealth Modern Slavery Act 2018 defines the law as amended and in force requiring business entities based or operating in Australia to annually identify risks of modern slavery in their operations and supply chains and actions to address same.

Paterson Architects Pty Ltd (PA) is an architectural design practice based in Perth, Western Australia. PA is not a reporting entity, as outlined in Part 1, Section 5 of The Commonwealth Modern Slavery Act 2018 (The Act), and this document has not been submitted to the Australian Border Force’s Modern Slavery Business Engagement Unit.

Our firm is managed by company Directors who take overall responsibility for risk management within our organisation. The inherent level of modern slavery risk within our operations for our directly employed staff is deemed low, given the workplace protections in place that comply with applicable labour rights legislation in Australia.

Identified Risks

While we believe our current operations are considered low risk regarding modern slavery, we acknowledge that our industry is not immune to this global problem, with known areas of higher modern slavery risk in deep and opaque operations that produce and supply goods and services to the built environment.

As such, we are mindful that there is potential for further increased risk. These include two primary groups that represent most of our identified risk:

- Product and material suppliers that are required as part of our normal business operations
- Professional design firms who are engaged as subconsultants to provide their services for our project work

We are also aware of:

- Partnering with contractors, subcontractors and/or subconsultants that are operating in countries which have been noted of high concern regarding modern slavery (such as the wider Asian region where some countries are subject to weaker human rights and worker protections)



- The use of support services in industries that potentially have jobs connected with lower pay rates and/or lower working conditions, i.e. cleaning staff, catering, IT equipment and office equipment and supply
- Specifying materials and requesting samples of materials from both Australia and overseas suppliers
- Specifying furniture and textiles from both Australia and overseas; being particularly mindful of countries which have been noted of high concern regarding modern slavery

Risk Mitigation

We strive to regularly assess and quickly identify any new risks as they may arise, acting accordingly to mitigate these risks. Continued relationships and contact with subcontractors, subconsultants and suppliers allows us to regularly monitor the services they provide. We continue to monitor our employment and procurement processes, making improvements as they arise.

We acknowledge that opportunities exist to improve our internal systems to identify and eliminate modern slavery risk, both within our practice and via consultation and engagement with our construction industry and professional services partners.

Conclusion

The matters raised in this policy are subject to change in accordance with Commonwealth Law, Legislation and Regulation. This policy has an annual review cycle requirement.

Further information can be found at:

<https://www.legislation.gov.au/C2018A00153/latest/versions>

