

Modern Slavery Statement

Name of UK entity: Primat Recruitment Limited

Statement for financial year 1 April 2019 to 31 March 2020.

Our commitment

Primat is a member of the WorleyParsons group of companies. WorleyParsons does not engage in, nor condone, any form of child, forced or compulsory labour. WorleyParsons' Human Rights Policy, Code of Conduct and Supply Chain Code of Conduct each confirm WorleyParsons' commitment to respect the basic rights of the people we deal with and not be complicit or engage in activities that solicit or encourage human rights abuse. WorleyParsons Code of Conduct clearly states: *We respect the basic rights of the people we deal with and will not engage in activities that encourage human rights abuses.* This statement outlines our approach to [Ethical and Sustainable Sourcing](#) and response to the UK Modern Slavery act.

Who we are

The WorleyParsons group provides customers with a wide range of consulting and advisory services, and deep technical expertise across multiple projects. Our integrated offerings cover full asset management services and engineering, procurement and construction capability. We deliver these outcomes through our four business lines – Advisian, Major Projects, Integrated Solutions and Services. We operate within the hydrocarbons, minerals, metals, chemicals, power and infrastructure sectors.



Policy

WorleyParsons is committed to high standards of business ethics, as reflected in our [Code of Conduct](#). We are also a signatory to the [United Nations Global Compact](#), which aligns our practices with the 10 universally accepted principles in the areas of human rights, labour standards, environment and anti-corruption.

These are further supported by our [Corporate Responsibility Policy](#), [Human Rights Policy](#) and [Diversity and Inclusion Policy](#).

Areas of Risk

As an organisation that operates with geographically dispersed customers, partners and suppliers, we recognise that the risk of modern slavery may vary across our business operations. The following key risk areas have procedures to support our People in managing modern slavery risks.

Customers

Under our Responsible Business Assessment process new Customers are screened. Potential flags raised in this process are reviewed.

Additional due diligence may be completed to further understand any flags raised. We will not do business with anyone who does not meet our Responsible Business Assessment standards.

Staff and direct hire agency personnel

Where WorleyParsons directly employs people, including temporary staff and contractors, we have put in place fair recruitment practices, employment policies and procedures to ensure ethical treatment of all. This includes, but is not restricted to: Fair pay and Diversity & Inclusion and Equal Opportunities Procedures.

Agents and joint venture partners

WorleyParsons has a comprehensive process for the selection, review and monitoring of our Agent and Joint Venture relationships. Third party due diligence is completed where initial due diligence screening identifies potential areas of concern. We do not enter in to business agreements with Agents and Joint Venture partners who do not meet our Code of Conduct requirements.

Suppliers of goods and services

In addition to a thorough pre-qualification process, which can include on-site visits to suppliers' and lower tier sub-supplier facilities, WorleyParsons also requires its suppliers to abide by the WorleyParsons [Supply Chain Code of Conduct](#). This sets out minimum requirements for our suppliers to comply with relevant local and national laws and regulations. WorleyParsons also requires them to act in a socially responsible manner including not using child or forced labour in any form and providing fair pay and working conditions.

As a signatory to the [United Nations Global Compact](#), WorleyParsons will not work with suppliers who demonstrably fail to meet the basic requirements for labour standards.

Raising concerns

WorleyParsons operates a 24-hour, 7 day per week multi language Ethics Helpline [worleyparsonsethics.com](#) and our People are actively encouraged to report ethics concerns either to their Supervisor, Human Resources team or through the Ethics Helpline. All reports are investigated in accordance with our Ethics Reporting and Whistle-blower Standard.

Our commitments are aligned to the Ethical Trade Initiative (ETI) and International Labour Organisation (ILO) Conventions, and require that:

- Local laws are respected
- Employment is freely chosen
- Child labour shall not be used
- Illegal labour shall not be used
- Appropriate wages are paid
- Working hours are not excessive
- Freedom of association and the right to collective bargaining are respected
- Working conditions are safe and hygienic
- No discrimination is practiced
- No harsh or inhumane treatment is allowed
- Businesses operate ethically
- No unauthorised sub-contracting is allowed
- Due regard is given to environmental impacts.

Progress updates on related programs and performance of our supply chain is reported



annually on our Group website in the Corporate Responsibility Performance Report.

Training / Awareness

Code of Conduct training is provided to all our People on commencement of employment. In addition, all our People undergo annual Code of Conduct refresher training.

Additional Modern Slavery awareness training has been given to our UK personnel.

Focus for 2019 in the UK

During 2019, our focus will be to provide further education to those people who conduct supplier pre-qualification and supplier facility visits. This will enable our People to confidently communicate our company commitments and actively observe for potential concerns.

This statement is approved by the board of directors and will be reviewed annually.

Alan Gordon - Director

Signature

A handwritten signature in black ink, appearing to read "Alan Gordon", written in a cursive style.

Date 20 March 2019