



Modern Slavery Policy

1. Policy Statement

Quanta Services Australia (**QSA**) is committed to identifying, assessing, mitigating and eliminating any potential, perceived or actual Modern Slavery risks that may exist in our operational and third party supply chains, in accordance with the [Modern Slavery Act 2018 \(Cth\)](#) and the principles in Quanta Services Inc. (**Quanta**) [Human Rights Policy \(Policy No. Q13\)](#).

2. Application

This Modern Slavery Policy (**Policy**) applies to QSA and its subsidiary Australian operating entities, Officers, Executive Management Teams, and all employees. A reference to Quanta or QSA includes QSA and QSA operating entities.

3. Modern Slavery Definition

Under the Australian [Modern Slavery Act 2018 \(Cth\)](#), Modern Slavery includes eight (8) types of serious exploitation: trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, child labour and deceptive recruiting for labour and services.

The term Modern Slavery is used only to describe the most serious exploitation. It does not include practices like substandard working conditions or underpayment of workers. However, these practices may also be illegal and harmful, and may be present in some situations of Modern Slavery. These practices may also escalate into Modern Slavery if not addressed.

4. Key Principles

- Promotion of, and adherence to, a culture of integrity as outlined in [Quanta's Human Rights Policy \(Policy No. Q13\)](#);
- Ensuring actions and commitments are addressed as defined in [QSA's Modern Slavery Statement](#);
- Establish appropriate processes and procedures (including third party prequalification due diligence) to identify, minimize and mitigate Modern Slavery risk within QSA's operational supply chains;
- Develop and evolve supply chain mapping methodologies commensurate with each Australian operating entity's risk profile;
- Maintain a Modern Slavery Committee, drawn from suitable participants across QSA, who meet regularly, to:
 - identify any potential, perceived or actual Modern Slavery breaches that require assessment and communication across QSA;
 - disclose supply chain mapping progress and any issues identified;
 - share ideas and concerns pertaining to each Australian operating entity's supply chains; and
 - review policies and processes as they relate to Modern Slavery risks.
- Ensuring QSA operating entities and third parties comply with QSA's Code of Conduct;
- Ensuring third parties comply with [QSA's Supplier Code of Conduct](#); and
- Provide ongoing and updated Modern Slavery awareness training across QSA.



5. Reporting Violations

Any employee who experiences, witnesses, learns about, or has concerns regarding conduct that the employee believes in good faith may potentially violate this Policy must report it immediately to their manager or to any member of management to whom the employee feels comfortable making the report, or to a Legal Representative.

Alternatively, an anonymous report may be made to the Ethics Helpline via website: [EthicsPoint - Quanta Services, Inc.](#) or by calling the Australian Ethics Helpline on phone: 1800 683 145.

Where necessary, any disclosures will be managed in accordance with [QSA's Whistleblower Policy](#).

QSA states that any disclosure made in relation to Modern slavery is a protected disclosure and is committed to providing an open environment in which employees may raise concerns without fear of detriment.

6. Relating Documents

Modern Slavery Act 2018 (Cth)

Quanta Human Rights Policy (Policy No. Q13)

QSA Modern Slavery Statement

QSA's Code of Conduct

QSA's Supplier Code of Conduct

QSA's Whistleblower Policy

7. Endorsement

Dave Evans
President
Quanta Services Australia

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