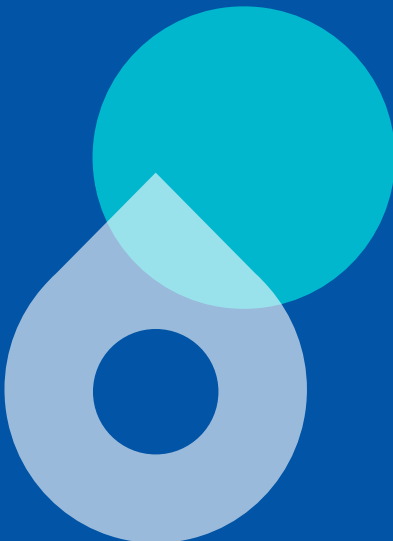




Modern Slavery Statement



Sydney
WATER

Acknowledgement of Country

Sydney Water acknowledges the traditional custodians and their ancestors of the lands and waters in Sydney, the Illawarra and Blue Mountains where we work, live and learn: the Dharawal, Gundungurra, Darkinjung and Dharug nations. Their lore, traditions and customs nurtured and continue to nurture the waters, both saltwater and sweet water, within Sydney Water's operating area, creating well-being for all. We pay our respect to Elders, past and present and acknowledge their continuing connection to land, water and community.



Letter from the Sydney Water Board of Directors

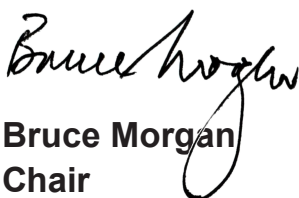
The Commissioner
Australian Border Force
Department of Home Affairs
March 2021

Dear Commissioner

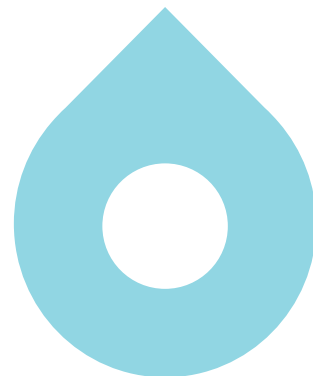
We are pleased to submit Sydney Water's first Modern Slavery Statement to the Department of Home Affairs for publication in the online register, as required under the *Modern Slavery Act 2018* (Cth).

Sydney Water strongly supports the objectives of the Act. We are committed to protecting our operations, business partnerships and supply chain from the risk of modern slavery to ensure no one is exploited in the process of us achieving our vision of creating a better life with world class water services.

This Modern Slavery Statement is made by Sydney Water Corporation (ABN 49 776 225 038) and was approved by the Board of Directors at their February 2021 meeting.


Bruce Morgan
Chair


Roch Cheroux
Managing Director



About Sydney Water

Sydney Water Corporation (ABN 49776225038), with its head office located at 1 Smith Street Parramatta NSW, is a statutory corporation, wholly owned by the New South Wales Government. We do not form part of any other trading entity or engage in any joint ventures. We operate under the *Sydney Water Act 1994* (NSW) within the state of New South Wales only, and have three equal principal objectives:

- protect public health
- protect the environment
- be a successful business.

Every day, we supply more than five million customers with safe, high-quality drinking water. We also treat wastewater, recycle water from specific wastewater treatment plant sites and provide some stormwater services, ensuring our communities can enjoy healthy rivers and clean beaches. Our Operating Licence permits us to construct, operate, manage and maintain systems and services for:

- storing and supplying water (including drinking water and recycled water)
- providing wastewater (sewerage) services and disposing of treated wastewater
- providing stormwater drainage services in some areas.

Our vision

Our vision is to **create a better life with world-class water services**. By delivering world-class water services, we can create a better life for our customers, our business partners and our communities.

Our 2020–2030 Strategy helps Sydney Water deliver on our vision. It sets out four strategic outcomes that will direct our activities over the next decade – all underpinned by our core values. Being the first choice of our customers and partners, supported by a high-performance culture, and successful and innovative business practices will help us deliver thriving, liveable and sustainable cities now and for future generations.

This Modern Slavery Statement reflects our core values – to act with integrity, and to care for each other and the community.



Figure 1. Sydney Water Values

Operations

Sydney Water operates in Sydney, the Illawarra and the Blue Mountains. This area, of almost 13,000 square kilometres, extends from the Hawkesbury River in the north to Gerroa in the south, and from the Pacific Ocean in the east to Mount Victoria in the Blue Mountains to the west.

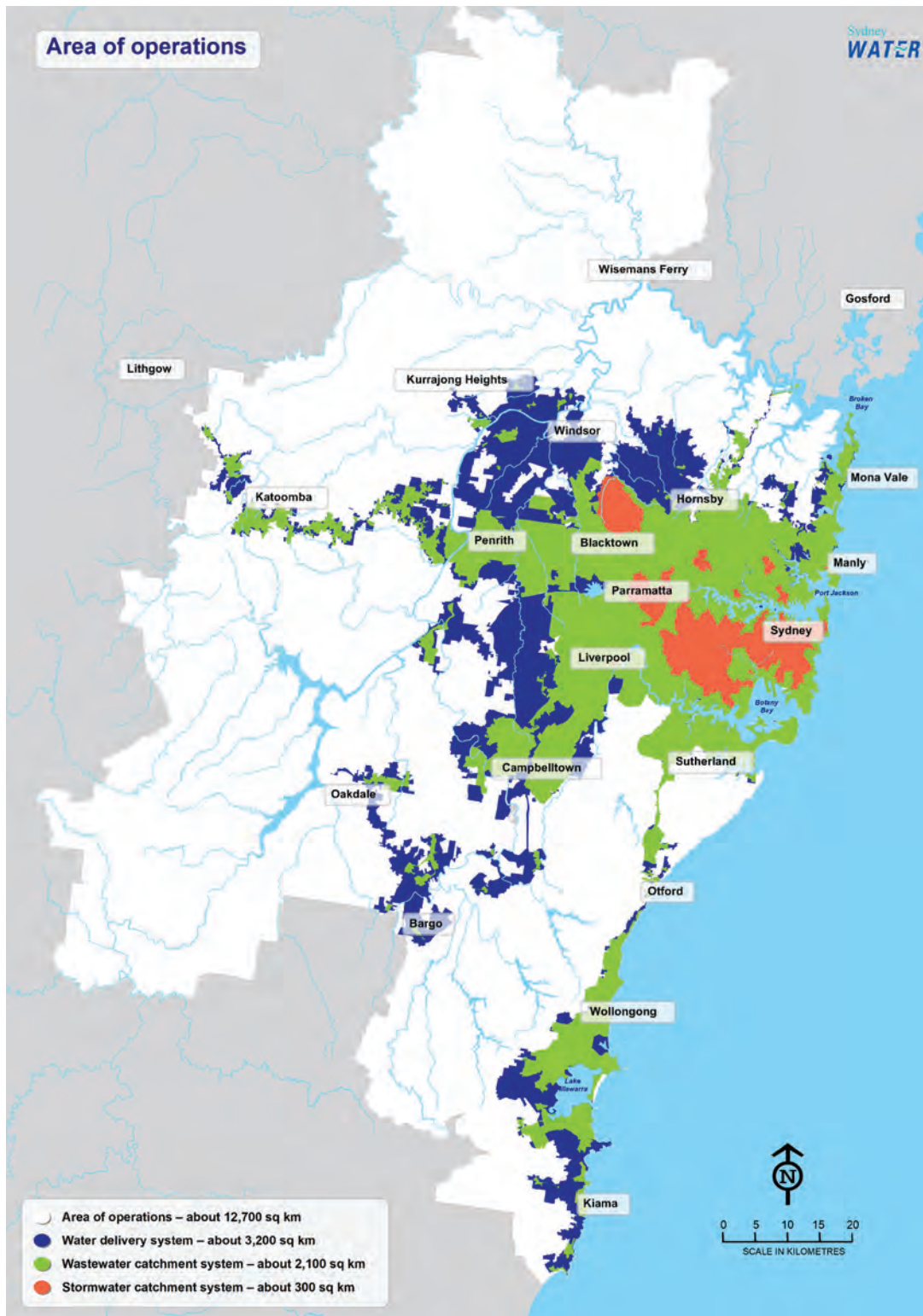


Figure 2. Our areas of operation



As part of our core operations, we employ approximately 2,750 employees to supply the following services:

Water supply

Every day, we supply about 1.5 billion litres of water to our customers. We source water from a network of dams managed by WaterNSW. Most of our water supply comes from Warragamba Dam. When dam levels fall below 75%, we can transfer water from the Shoalhaven catchment. The Sydney Desalination Plant at Kurnell can provide up to 15% of greater Sydney's drinking water needs when dam levels fall below 60%.

Dam water is treated at one of nine water filtration plants and supplied to our customers through a network of:

- 22,474 kilometres of water pipes
- 248 reservoirs, and
- 152 drinking water pumping stations.

Recycled water

Water recycling reduces demand on water supplies. This leaves more water in our dams for drinking. It also reduces the amount of wastewater we need to treat.

Each day, we recycle about 128 million litres of water. We take wastewater that has been used in homes and businesses and put it through a multi-step treatment process to remove impurities so it can be safely used again.

Recycled water is a valuable resource that can be used:

- in homes and businesses for watering gardens and flushing toilets
- in industry
- to irrigate parks, farms and playing fields, and
- for river health.

Wastewater

We collect and treat about 1.5 billion litres of wastewater each day. This is through a network of:

- 26,350 kilometres of wastewater pipes
- 693 wastewater pumping stations
- 14 water recycling plants, and
- 16 wastewater treatment plants.

After collecting and treating wastewater, we re-use it or release it into rivers or the ocean.

Three of our treatment plants are wet weather plants - Fairfield, Bellambi and Port Kembla. We only use these plants during major storms.

The biosolids we produce and capture in the treatment process are used in agriculture, composting or land rehabilitation.

Stormwater is rainwater that runs from roofs, roads and parks into stormwater drains. It then runs into creeks, the harbour and the ocean.

We provide stormwater services to about 627,300 properties through 456 kilometres of stormwater channels and pipes. These are mainly in south and south-west Sydney.

We also manage flood-prone areas and trunk drainage at Rouse Hill.

In other parts of Sydney, the Blue Mountains and the Illawarra, we work with local councils and agencies to manage the stormwater system.

Through our employees and contractors, we undertake various activities to deliver the services described above. Our key activities include:

- **Management of our asset lifecycle**, which encompass:
 - planning
 - developing
 - designing
 - building, and
 - maintaining network infrastructure.
- **Delivering our customer services** and end-to-end customer experience through:
 - water supply and production
 - laboratory services
 - networks field operations
 - water resource recovery
 - retail and business customer relations
 - billing and revenue collection services, and
 - our contact centre.
- **Operating equipment and control systems** to deliver reliable services to our customers.

Corporate governance

Our COVID-19 Response

The financial year has been challenging for everyone due to the COVID-19 pandemic. We are aware that this enhanced the risks to vulnerable workers in supply chains.

Our agile response to the COVID-19 pandemic has seen us adapt, improve and innovate our business practices. We have provided additional support to our customers and employees facing emotional, physical, mental and financial hardships as part of our response. Sydney Water also plays an important role in efforts to trace COVID-19 through testing and examining the presence of inactive COVID-19 fragments in the wastewater network.

To help support our people during these challenging times, we implemented a range of initiatives, including:

- investing in digital technology to allow widespread remote work for employees that are not location-critical
- establishing a specialist COVID-19 advice line to provide independent medical information to employees with concerns about exposure
- providing where required, virtual medical clearance for employees working in location-critical roles, and
- providing safe working spaces and resources for employees for whom working remotely posed a challenge for safety and wellbeing.

The implementation of these initiatives coupled with frequent, clear sharing of information contributed to an increase in our wellbeing index from 70% in 2018–19 to 77% during COVID-19 (to 30 June).

Our Portfolio Minister is the Minister for Water, Property and Housing. Our Shareholder Ministers are the New South Wales Treasurer and the Minister for Finance and Small Business.

In line with the *Sydney Water Act 1994* (NSW), the *State-Owned Corporations Act 1989* (NSW) and the Constitution of Sydney Water, the Board consists of a Chairperson and up to nine other Directors appointed by the shareholders.

The **Board** is responsible for the corporate governance of Sydney Water. This includes:

- approving strategic direction
- establishing performance targets as set out in the Statement of Corporate Intent (SCI)
- monitoring the achievement of those targets, and
- reviewing internal control systems, corporate governance frameworks and compliance.

The Sydney Water **Executive team** includes the Managing Director and a General Manager for each of the nine Groups.

Sydney Water's Executive team and Board have overall responsibility for ensuring our policies reflect our legal and ethical obligations and are adhered to by our employees and contractors.



Our supply chain and procurement operations

Sydney Water procures goods and services in accordance with its corporate policies, processes and procedures.

Those policies and processes are applicable to all employees and contractors who are involved in procurement of goods, services and construction procurement activities for or on behalf of Sydney Water. They set out how we plan, source and manage supply agreements and suppliers throughout the procurement lifecycle.

Depending on our business requirements, we generally procure using purchase orders or purchasing and expenses cards. For higher risk and higher spend projects, we use a source-to-contract process.

Purchase orders under contract make up 82% of our spend, while low risk and low-value purchases using Purchasing cards make up 0.1% of our spend. The remaining 18% are non-contracted spend, consisting mainly of purchase orders.

Our Procurement approach has the following objectives:

- value for money
- fair and open competition
- easy to do business
- innovation, and
- economic, social and sustainability outcomes.

In FY 19-20, Sydney Water spent:

- \$262.5M on maintenance services
- \$241M on availability charges and operational costs for the Sydney Desalination plant
- \$220M on bulk water availability charges and purchases
- \$159M on operational Services
- \$60M on materials, plant and equipment
- \$29M on data management.

In FY20, our supply chain included approximately 2,000 suppliers located in approximately 21 countries. Most of our first tier suppliers (98%) are based in Australia.

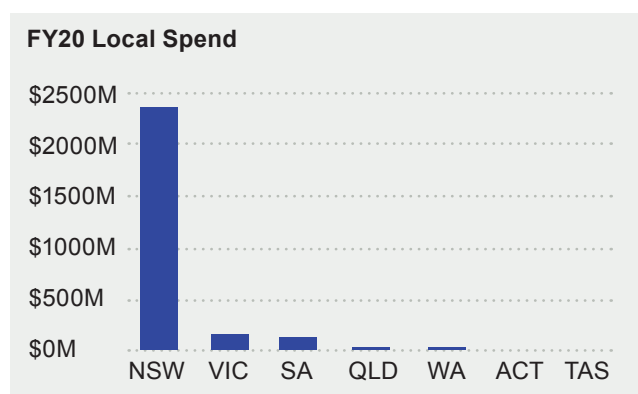


Figure 3. Our Financial Year 2020 local spend at a glance

Overseas spend

The figure below shows the distribution of our overseas spend per continent:

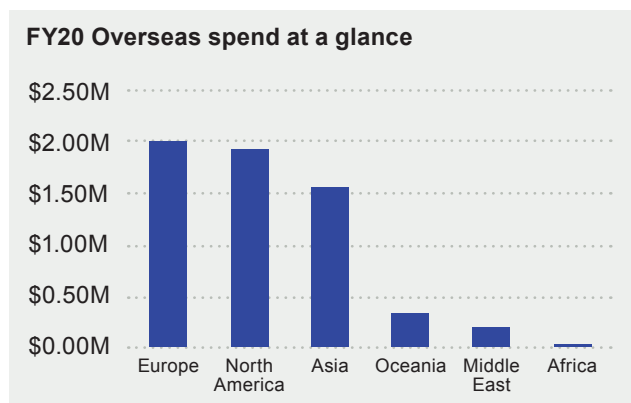
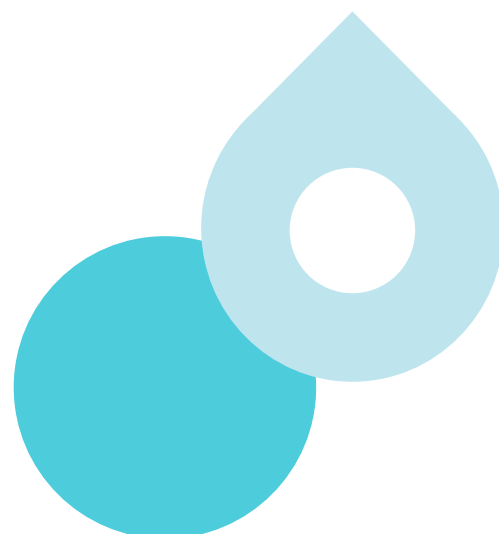


Figure 4. Our Financial Year 2020 overseas spend at a glance

The majority of our overseas expenditure is in:

- Europe—primarily installation of water treatment equipment and software licenses from Ireland and Norway
- North America—mainly for IT services cloud infrastructure, and
- Asia—software licenses from companies based in Singapore and some water treatment chemicals were from Japan.

Most, if not all, of our overseas expenditure (which is 0.23% of our total spend) are classified as low risk goods and services in terms of modern slavery.



Understanding risks of modern slavery at Sydney Water

Sydney Water performed a high-level risk assessment of our supply chain in FY19-20. The analysis was mainly based on the category of goods and services we procure and the geographical location of our suppliers.

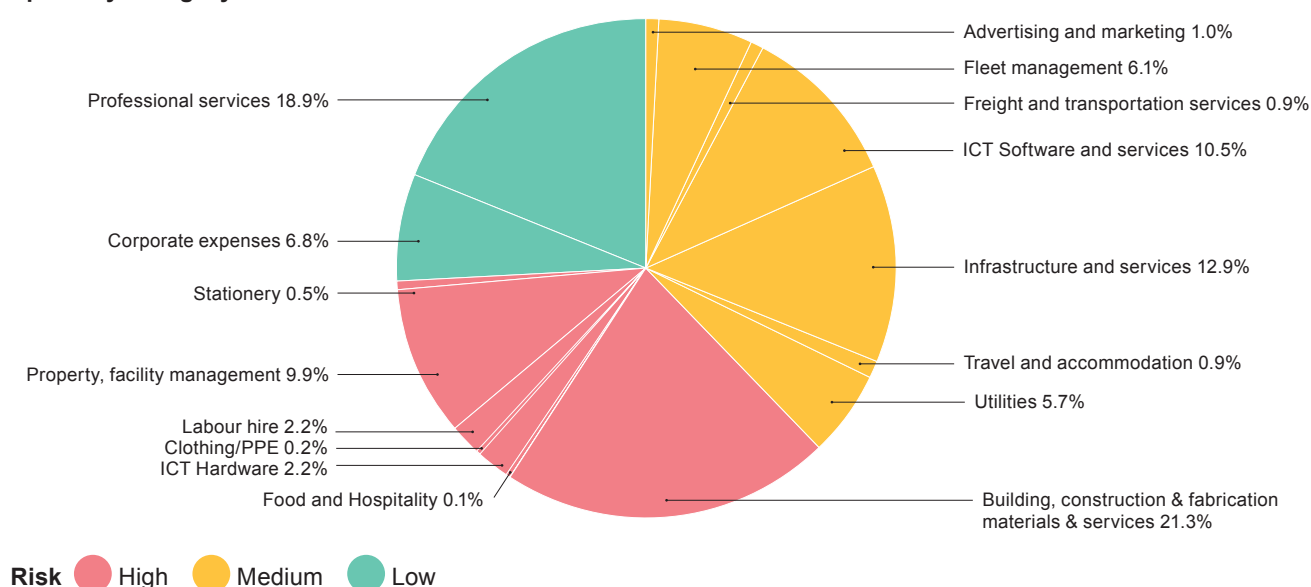
Specifically, the following methodology was used to identify 'red flag' indicators for our supply chain:

- **Industry sector:** specific industry sectors deemed high risk in international and national guidance documentation e.g. manufacturing, agriculture, construction, mining, waste management, cleaning, textiles and security.
- **Commodity/product:** specific products and commodities deemed high risk by the US Department of Labor's 2018 List of Goods Produced by Child and Forced Labour, the Global Slavery Index (GSI) and other international guidance materials. Examples include cotton, steel, office products, timber furniture, electronic goods and food.

- **Geographic location:** based on estimated prevalence of modern slavery and the government responses as outlined in the 2018 GSI. While most of our first tier suppliers are Australian suppliers, the complex nature of supply chains means goods and services often come from countries other than where suppliers' headquarters are located.
- **Workforce profile:** the supplier analysis considers the type of labour involved in the production of goods and services, particularly where low skilled, vulnerable or migrant labour is used, or where the work is deemed as '3D' work (dirty, demeaning or dangerous).

Having conducted that analysis, we categorise our expenditure and their respective risk exposure to modern slavery as follows:

Spend by Category and Risk Levels



High Risk	Medium Risk	Low Risk
Building, construction & fabrication materials & services (63) Facility management (19) ICT Hardware (5) Labour Hire (2) Stationery (2) Clothing/Personal Protective Equipment (PPE) Food and hospitality	Infrastructure services ICT Software (13) Fleet Management (14) Utilities (1) Advertising and marketing (1) Travel and accommodation (1) Freight and transportation services (1)	Professional services (27) Corporate expenses (11)

Figure 6. Breakdown of risk per category



The Building, Construction and Fabrication materials and services category was assessed as the highest risk due to the nature of the sector and the amount spent. This category accounted for 76% of our high risk expenditure. Property, Facility and P&E Maintenance accounted for 13% of our 'high risk' spend. These categories may use a degree of migrant and base skill labour, which may have been subject to exploitation.

The analysis indicated that the following suppliers were categorised as high in potential risk of modern slavery:

- 63 building and construction companies
- 19 facilities management companies
- 5 ICT hardware companies
- 2 labour hire companies, and
- 2 stationery companies.

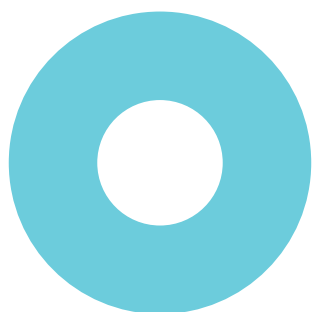
Clothing & PPE and Food & Hospitality are identified as high-risk categories but our expenditure in those areas was minimal.

The number of suppliers where Sydney Water has significant (>\$1M per annum) spend against each category, is shown in Figure 6.

Sydney Water engaged SD Strategies to assist Sydney Water identify the modern slavery risks in our operations. SD Strategies is an experienced third-party consultancy firm providing best practice advice on addressing modern slavery, sustainability and human rights issues to clients which include other government agencies and state-owned corporations. With the assistance of SD Strategies we implemented a modern slavery risk management framework, consisting of three stages:

- Stage 1: Gap analysis to identify gaps and opportunities, to understand the current state
- Stage 2: Action plan and a three-year modern slavery road map
- Stage 3: Deep dive of supplier risk analysis to identify and prioritise suppliers that are potentially at high-risk of modern slavery.

The first two stages have been delivered in this financial year and the third stage is a priority activity for FY 20-21.



Identified risks in Sydney Water operations and supply chains

Table 1. Sydney Water's modern slavery high risk spend categories, risk descriptions and mitigation approach

Spend Category	Goods and services procured	MS risk	Risk Description	Mitigation approach
Building, construction and fabrication materials and services	- Concrete and construction supplies such as bitumen, sand gravel and asphalt, commercial steel doors, timber and building products, electrical supply and pipes, valves and fittings. - Civil services including network repairs and maintenance, pipeline construction, maintenance and management, painting and blasting services, road restoration and traffic management.	 High	This category uses long lines of supply chains with limited transparency. Some building materials and manufactured components may have been sourced from 'high risk' countries where there could be poor working conditions or forced/child labour.	Sydney Water is working on tighter prequalification processes and engagement with suppliers we deal with especially the long-term contract vendors. Our contract templates are also updated to cover modern slavery and mitigate risks. We also endeavor to engage with Australia-based suppliers which are governed by stricter and more commonly enforced rules and regulations. This spend category is included in our shared purchasing directory which aims to provide simple and consistent approach to purchasing and contract management and more importantly supply chain visibility, rationalisation and control.
Facilities Management	- Maintenance and repair of water supply and treatment infrastructure including office accommodation and production facilities. - Airconditioning installation, repair and maintenance, pest control and sewage and drainage maintenance. - Appliances and white goods and janitorial and cleaning products. - Waste Management.	 High	The labour force used in facilities management generally consists of low skilled, low paid and temporary workers often contracted through labour hire companies. Workers are often temporary migrants who face language barriers and a lack of understanding of Australian workplace law and their rights.	Sydney Water is working on awareness training for our people to know what modern slavery is, where it can occur and the warning signs to look for. This is to make sure that we have an awareness with the suppliers we deal with. This spend category is included in our shared purchasing directory which aims to provide simple and consistent approach to purchasing and contract management and more importantly supply chain visibility, rationalisation and control.



Spend Category	Goods and services procured	MS risk	Risk Description	Mitigation approach
ICT Hardware	Desktops, monitors, mouse, keyboards, laptops, cameras and printers	 High	The Global Slavery Index listed electronics as the highest risk product for modern slavery in supply chains. The report also highlights that the most at-risk electronics imported to Australia are from China and Malaysia. Forms of modern slavery identified by the GSI and other reports as being present in the electronics sector include passport retention or doctoring of identity documents, restriction of freedom of movement, poor living conditions, underpayment, fines and illegal salary deductions, excessive working hours and unpaid overtime.	Our Procurement Policy provides the overall framework, direction and oversight for the sustainable, systematic and disciplined management of the procurement of goods and services. We also give preference to Australian entities which are governed by stricter and more commonly enforced rules and regulations.
Labour Hire	Mechanical labour, building repairs, cleaning services, temporary labour and independent contractors.	 High	This category of services may involve: - focuses on low-skilled, low-paid, seasonal, temporary and or intermittent labour - recruitment of potentially vulnerable people such as new migrants, temporary work visa holders, international students and undocumented workers - deceptive and opaque practices trapping workers into exploitative situations or modern slavery - demanding excessive fees for visas, documentation, travel arrangements, etc creating a debt trap and situations of bonded labour, and - coercive control, threats, withholding workers' identity documents to limit their freedom of movement and social isolation from community or other supports is common practice.	We operate and engage with temporary labour suppliers in accordance with the NSW Government Scheme on contingent workforce.

Spend Category	Goods and services procured	MS risk	Risk Description	Mitigation approach
Stationery	Office supplies, paper, pens and ink.	 High	We procure stationery from Australian entities which may have long supply chains including operations based overseas.	Sydney Water carefully chooses vendors that supply ethically sourced goods. We work with our suppliers to identify risks of modern slavery.
Clothing and PPE	Uniforms, hard hats, and hand body and respiratory protection.	 High	Sydney Water procures Clothing and PPE from an Australian organisation that may be sourcing and manufacturing goods overseas in countries with relatively high modern slavery risks.	We partner with our suppliers and are building a robust prequalification process to reduce the risks of modern slavery in entities we deal with.
Food and hospitality	Catering services and supplies.	 High	We engage a variety of catering companies for our functions. These companies may include contractors working in unfavorable conditions.	We are working on awareness training for Sydney Water employees to make sure that our people know what to look out for in their dealings with suppliers and third-party contractors to Sydney Water.



Actions to address modern slavery risk at Sydney Water

Modern Slavery Working Group

Sydney Water recognises the importance of investigating and addressing the risks of modern slavery in our supply chains and operations. A working group was formed in early 2020 to address modern slavery risks at Sydney Water.

Members of the group represent different areas of the business, including Procurement, Legal, Compliance, Enterprise Risk, Corporate Communications and Human Resources. The group meets at regular intervals and has:

- developed a Charter including roles and responsibilities of group members
- provided input into workshops and strategic sessions
- established a communications plan, and
- drafted and reviewed this Statement.

Supplier Code of Conduct

A **Supplier Code of Conduct** document was published in February 2020 and is referenced on the Sydney Water website. It is referenced in the supplier registration processes, in legal contract templates and tender documents. This Code sets out our expectations of suppliers of how we expect suppliers to conduct operations, including governance; business resilience; ethical, environmental and sustainable practices; health and safety; diversity and inclusion; community and stakeholder engagement, free from modern slavery and human rights abuses. The Code requires annual review and re-commitment via system-driven activity. Plans include enforcement of the Code, based on the risk and importance of the supplier.

Enterprise Risk Management Framework

Our Enterprise Risk Management Framework provides a structured and consistent approach that ensures Sydney Water's risks are appropriately identified and managed. Our risk-based approach for preventing Modern Slavery are contained in our:

- **Supplier Code of Conduct**
- **Living our Values – Principles for Ethical Decision Making**
- Contract documents
- Procurement policy, systems and associated procedures
- Recruitment processes
- Annual review of Sydney Water policies and codes by employees

Human Resources

We are committed to diversity and inclusion and are currently working to improve female representation in our workforce, to increase employment of Aboriginal and Torres Strait Island peoples, and to support flexible work options.

Our pre-employment screening includes identity checks, criminal history checks and confirmation of entitlement to work in Australia for direct-hire employees.

Sydney Water policies govern our work practices and are reviewed and updated regularly.

Procurement and Supply Chain

We have processes and systems in place to address modern slavery when onboarding suppliers. Prequalified suppliers must acknowledge and support Sydney Water's commitment to meeting the requirements of the *Modern Slavery Act 2018* (Cth) to remain a prequalified supplier. Suppliers are required to complete prequalification on an annual basis.

The risk of modern slavery in sourcing activities is assessed during category planning.

- Categories identified as low risk may involve a desktop audit and the requirement to annually complete prequalification,
- Categories identified as medium risk include specific contract clauses or key performance indicators (KPIs) related to modern slavery, and
- Categories identified as high risk may also include site visits/audits.



Shared Purchasing

Sydney Water established in FY20 our new and industry best practice Shared Purchasing (SP) model for the procurement of asset related goods and services. Shared purchasing simplifies how we and our partners procure certain defined goods and services that can't be self-performed. By pooling our purchasing in this manner, we are achieving economies of scale, increase our buying power and develop deeper relationships with preferred suppliers throughout the entire asset lifecycle. It facilitates a consistent, transparent and controlled way of sharing information on goods and services.

Shared Purchasing encompasses all goods and services purchased by Sydney Water and the multiple layers of subcontracting that we engage with. The extent of goods and services available through Shared Purchasing will be responsive to Sydney Water's asset base and portfolio of work, market conditions, and changes in demand and supply risks. This strategy and innovative model provide:

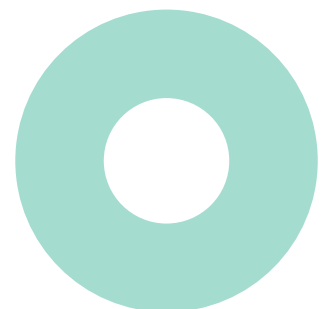
- supply chain rationalisation, visibility and control
- reduction of whole of life costs
- leverage Sydney Water and partners' purchasing power
- enhance relationships with key suppliers, and
- continuous improvement and innovation.

There are three types of Shared Purchasing suppliers:

- **Contracted Suppliers of specialised goods and services** - Sydney Water has identified number of Specialised Goods and Services, for the supply of which Sydney Water mandates the use of Shared Purchasing suppliers to enhance its control over and to:
 - more effectively manage risk
 - more effectively manage safety, environment or quality in supply, and
 - ensure consistency in supply across all our regions of operation.
- **Contracted Suppliers of other goods and services** For the above types of Shared Purchasing Contracted Suppliers, Sydney Water has agreed commercial terms, rates and prices.
- **Prequalified Suppliers of other goods and services** Pre-qualified suppliers are classified by specific categories of Goods and Services and set minimum standards in terms of relevant third-party accreditation, safety, environmental and financial standing. Where appropriate, Sydney Water may over a period, convert pre-qualified suppliers with Shared Purchasing Contracts.

As of 30 June 2020, Shared Purchasing was made up of

- 28 Specialised contracted suppliers
- 9 contracted suppliers, and
- 338 prequalified suppliers.



How we will measure the effectiveness of our actions

Sydney Water will apply our Assurance Management Framework to measure the effectiveness of our actions to address modern slavery risk. The Framework will also provide a level of confidence that objectives will be achieved within an acceptable level of risk and to identify and drive continual improvement across our business. Assurance is coordinated through the three lines of assurance (3 LOA) model. These are:

Line 1 Management control – assurance activities done at a local level, e.g. inspection and monitoring or project/contract audits. These are completed at an operational level by relevant subject matter experts or those who can verify technical controls are in place and working e.g. team leaders, technicians or inspectors.

Line 2 Management oversight – assurance activities such as management system audits on the delivery of our products, processes and services. External parties and certification bodies engaged by Management Systems teams complete audit forms as part of our 2LOA. These programs are based on risk and provide insights on how well work is being carried out within set strategies, policies, procedures and compliance obligations.

Line 3 Independent oversight – are assurance activities completed by the Internal Audit Team, including contractors, with an independent and objective view.

In addition to the Assurance Management Framework, Sydney Water is implementing the following processes to measure the effectiveness of our actions.

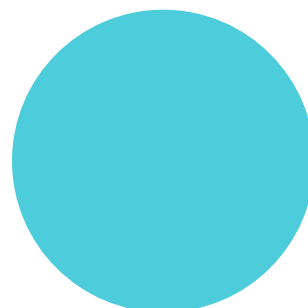
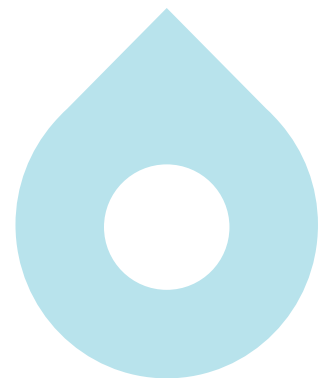
- Reassess the risk of modern slavery within Sydney Water supply chains by performing deep-dive desktop analysis with suppliers.
- Roll out awareness e-Learning module to Sydney Water employees and further focused training for procurement, project and contract managers.
- Develop appropriate metrics for modern slavery and include the metric as part of Key Performance Indicators (KPIs) in relevant contracts.
- Seek to understand key suppliers' position on modern slavery risk awareness and mitigation plan via survey and / or through supplier relationship management regular forums.

How we partner/collaborate with suppliers on risks associated with modern slavery

In cases where supply partners may have been or may be involved in modern slavery breaches, Sydney Water's first preference is to work with them to remedy the breach(es) in the first instance rather than terminate our relationship with the supplier (depending of course on the severity of the breach). This approach is articulated in our [Supplier code of conduct](#).

We use contract clauses with KPIs and supplier relationship management to measure supplier performance and compliance. KPIs specific to modern slavery are under consideration.

We also ensure any suppliers who are subject to the *Modern Slavery Act 2018* (Cth) comply with its requirements. It will include, but not limited to, obtaining a copy of some key supplier's modern slavery statements to determine their risk management approach and mitigation actions.



How Sydney Water will continue to address modern slavery in future

A Supplier Risk Review and Action Plan and a proposed three-year roadmap was developed as a result of SD Strategies assessment. The Action Plan affirms our commitment to identifying and preventing modern slavery within our supply chain by establishing:

- a modern slavery risk register, and
- an Incident Management Procedure specifically targeted to managing actual or potential modern slavery practices identified in our supply chain.

Sydney Water's modern slavery risks will be included in a Group Risk Register to ensure the risks are assessed and appropriate controls are identified, monitored and regularly reviewed. Group risks will be monitored by the Executive and the Audit and Risk Committee of the Sydney Water Board.

As in the case with any risk management system, developing Sydney Water's supply chain modern slavery risk profile is a continuous process of refining and improving the assessment. We are committed to minimise the risk and eradicate modern slavery in our operations.

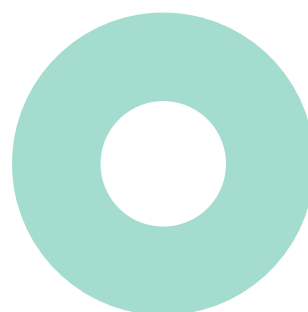
For FY20, we have undertaken preliminary assessment of our suppliers and the goods and services that we spend. These steps will be the basis of our deep-dive assessment of our top tier and high-risk suppliers and we aim to perform a desktop assessment in the next financial year (FY21). Our prequalification process is continuously reviewed and enhanced.

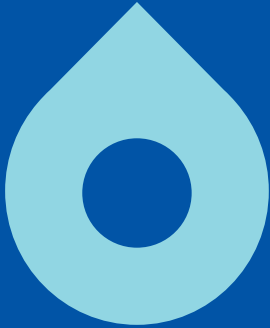
Using the risk-based approach, all suppliers will be reviewed on a recurring basis to minimum requirements. This will range from a desktop audit/assessment for lower risk suppliers up to and including regular on-site visits and audits for higher risk suppliers.

Sydney Water is committed to increasing awareness among employees about modern slavery, and the actions we are taking to mitigate risks in our organisation and supply chain. Our Learning and Development team has started working closely with an external training provider to ensure our people are educated and supportive of changes implemented at Sydney Water to protect us from the risk of modern slavery.

Consultation with Subsidiaries

Sydney Water does not form part of any other trading entity or engage in any joint ventures. We operate under the *Sydney Water Act 1994* (NSW) within the state of New South Wales only.





Contact us

Call us on 13 20 92

Write to us at Sydney Water PO Box 399, Parramatta NSW 2124

Report a leak or fault on 13 20 90

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