

Modern Slavery Statement

Explicom is a small engineering consultancy specializing in materials engineering and engineering failure analysis. We are based in Brisbane with 2 employees.

This statement addresses our obligations under the Australian Modern Slavery Act 2018.

Explicom's supply chain primarily comprises metallurgical testing, test equipment and testing consumables providers. Metallurgically related testing suppliers act as sub-consultants. We also occasionally engage specialized subject matter experts as subcontractors. We also directly engage suppliers of services for our offices, such as travel, insurance and office equipment. As a professional service organisation the risks associated with slavery and human trafficking are objectively low. Key areas of risk include outsourced low wage jobs such as support staff. We manage these risks through by ensuring:

- all staff including temporary workers are paid in accordance with relevant awards and agreements and the guidelines from the FairWork Ombudsman;
- undertaking checks to ensure staff are eligible to work in the relevant country of employment;
- all staff, including temporary workers have a written contract of employment
- employee hours are monitored in order to comply with maximum working hour regulations;
- strict health and safety monitoring to ensure a safe and respectful working environment for all;
- promotion of our whistleblowing policy encouraging external stakeholders or employees to raise any concerns.

Explicom is committed to improving our practices and maintaining procedures and controls designed to ensure modern slavery or human trafficking is not taking place in our business or supply chain. We seek to identify and do business with companies that have aligned standards consistent with ours, including working to cascade these expectations throughout their own supply chain. We currently updating our standard contractual terms to include obligations on our sub- contractors and suppliers to comply with our Anti-Slavery policy.

Explicom is committed to 10 worker welfare principles. These are:

1. Workers are treated with dignity, respect, and fairness
2. Workers are free from forced, trafficked, and child labour
3. Recruitment practices are ethical, legal, voluntary, and free from discrimination
4. Freedom to change employment is respected
5. Working conditions are safe and healthy
6. Living conditions are safe, clean, and habitable
7. Access to documentation and mobility is unrestricted
8. Wage and benefit agreements are respected
9. Worker representation is respected
10. Grievance mechanisms and access to remedy are readily available

We are committed to ensuring that there is zero slavery in our supply chain or any part of our business. Our Modern Slavery Statement reflects our commitment to acting ethically and with integrity in all our business relationships and implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain or any part of our business.

We outsource a relatively small proportion of our work to delivery suppliers and apply rigour to our selection process, to mitigate any potential risk to the projects for which we take delivery responsibility. We have an approved list of delivery suppliers, who have come through a rigorous selection process to become approved suppliers to the global business. These companies are tried and tested suppliers with whom we have developed close working relationships over a number of projects. They are well-known to us, and are vetted to ensure that the supplier continues to meet our requirements in terms of quality and reliability of delivery, health and safety and anti-slavery standards.



Richard Clegg
Director – March 2021