

# Modern Slavery Statement

## 1. Introduction

Ehrlich Layton International Architecture Pty Ltd, trading as ELIA Architecture is an entity that carries on business in Australia within the meaning of the Corporations Act 2001. (Cth). ELIA Architecture is not a reporting entity pursuant to section 5 of the Modern Slavery Act 2018 (Cth). This document has not been submitted to the Australian Border Force and therefore it is not a voluntary statement as defined in section 6 of the Modern Slavery Act 2018 (Cth).

The purpose of this statement is to outline our approach to ensuring that ELIA Architecture has comprehensive frameworks and processes in place to minimise the risks of modern slavery in our business operations and supply chain. ELIA Architecture acknowledges that slavery can occur in many forms as detailed in the Act including human trafficking, slavery, servitude, forced marriage, forced labour, debt bondage, child labour and deceptive recruiting. ELIA Architecture is committed to operating responsibly and establishing and adhering to the highest ethical standards with a goal of identifying and working with its supply chain to eradicate the various forms of slavery.

## 2. Our structure, operations, and business

ELIA Architecture is an incorporated company that has been in operation since 1998. We have offices at 109 Herries Street, Toowoomba and at 9/661 Oxley Road Corinda in the State of Queensland. The Directors of ELIA Architecture are Lester Ehrlich, Steven Layton and Chris Gay.

As an established South East Queensland based architectural practice, our projects have included commissions across government, education, private, aged care, and health sectors. Our main operations consist of the delivery of architectural design and principal consultant services to our clients. Our supply chain is comprised of the procurement of professional services consultants and office consumables. The documentation that we produce includes specifications. An architectural specification records the quality of products, materials, workmanship, and installation information. It includes a list of materials and products that are to be used on the project.

## 3. Risk identification

In FY2020, ELIA Architecture is undertaking a review of the potential risk of modern slavery practices across our operations and supply chain taking into consideration factors such as sector, industry, product, service type and geographic location. In undertaking this review, ELIA Architecture has formulated the following categories:

- products sourced from international suppliers
- products sourced from domestic suppliers
- products sourced from local suppliers
- contracting and professional services suppliers
- facilities management and cleaning services; and
- office consumables and miscellaneous suppliers.

As part of the review, ELIA Architecture has identified some low risk areas which will likely form part of future assessments. It has also identified that it should focus its immediate attention on products sourced from international suppliers. We will use the results of this review to prioritise our supplier engagement activities in the next financial year.

#### 4. Risk management and due diligence

To manage the risks of modern slavery in our supply chain, ELIA Architecture has undertaken the following measures:

- introduced its first anti-modern slavery policy
- introduced the use of a data exchange template for human trafficking and modern slavery (STRT) produced by the Social Responsibility Alliance (SRA)
- commenced audits of key product & service suppliers using the SRA's STRT.
- introduced a mandatory data exchange template (STRT) to new product & service suppliers to enable initial risk assessment
- incorporated specific prohibitions against slavery, servitude, the use of forced, compulsory or trafficked labour and the use of child labour in our contractual documentation with Sub-Consultants
- developed a plan to educate its staff on the impacts and risks of modern slavery through an internal training program.

#### 5. Ongoing assessment of risk

In 2020, and the years to come, ELIA Architecture will work to increase collaboration with internal and external stakeholders to prevent and address any contribution that ELIA Architecture may have to the global issue of modern slavery. ELIA Architecture will achieve this by focusing on raising awareness of the forms of modern slavery among our staff and suppliers, continuing to evolve our due diligence processes to aid in the identification of risks, expanding the scope of our supply chain risk assessment, reviewing existing processes and exploring ways to improve identification and action on risks throughout our supply chain.

This statement was approved by the Directors of ELIA Architecture.