

Civmec is an integrated, multidisciplinary construction and engineering services provider to the energy, resources, infrastructure, marine and defence sectors.

Modern slavery is a term which covers a range of exploitative practices, including human trafficking, sexual exploitation, forced labour, forced criminality, domestic servitude, child exploitation and forced organ removal.

Civmec is committed to limiting the risk of modern slavery by preventing, mitigating and, where appropriate, remedying modern slavery in our operations, supply chains, or through any other business relationship. To meet this commitment, Civmec will:

- conduct risk assessments to determine which parts of the business and supply chain are most at risk from modern slavery, to ensure focus on those areas;
- develop appropriate controls to mitigate modern slavery in our operations and supply chain, including, but not limited to, supplier prequalification assessments, contractual obligations on modern slavery, due diligence on supply of high-risk goods and services, and supplier audits;
- provide mechanisms to report any suspected allegations of modern slavery, free from victimisation; and
- provide training and awareness to our key employees to ensure they understand modern slavery, how to recognise it, and what to do if modern slavery is identified.


Where Civmec is made aware of modern slavery practices in its own business or within its supply chain, Civmec will investigate all claims and, if valid, resolve the issue in line with the values expressed in this policy.

In addition, Civmec will:

- not tolerate any form of unacceptable treatment of workers, including, but not limited to, the exploitation of children, physical punishment or abuse, or involuntary servitude;
- abide by all laws and regulations regarding age of employment, pay practices and the classification of employment according to job level and status;
- maintain that all employment with Civmec is voluntary and that candidates seeking work with Civmec will not be charged a recruitment fee;
- not hold or destroy any permanent copies of travel or identity documents of employees or contractors;
- engage with suppliers to promote and support anti-slavery practices throughout Civmec's supply chain; and
- timely and transparently report on progress made in addressing modern slavery in its operations and supply chains.

This policy applies to all persons working for, or on behalf of, or providing services to Civmec in any capacity, including all suppliers, employees, directors, officers, agency workers, contractors, consultants and any other third-party representatives. Civmec will only do business with suppliers who fully comply with this policy, or those who are taking verifiable steps towards compliance.

This policy is reviewed regularly and updated as required.



Patrick Tallon
Chief Executive Officer
Civmec Group
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