

Modern Slavery Statement 2023 (the “Policy / Policies”).

This statement is made pursuant to section 54(i) of the UK Modern Slavery Act 2015 (an English law statute) which we have chosen to adopt as the basis of the Modern Slavery Statement 2023 for Knight Piesold Holdings International Limited (“KPHIL”) and all its international subsidiary and associated companies, (collectively the “Group”). In this statement we describe the specific actions we have taken during the fiscal year ending 31 December 2023 and establishes our plans for the 2024 fiscal year.

1. Our business

The Group comprises a worldwide employee-owned, global consulting firm delivering specialist services to mining, power, water resource, and infrastructure industries. We are engineers, environmental scientists, geoscientists, and technologists, focusing on what we do best to create value for our clients at every stage of a project. We have 28 offices located in 16 countries from which we deliver both office-based services and on-site work.

The Board of Directors of KPHIL (the “Board”) constitutes the Group’s highest governing body. Our business is structured on a regional model, and we use the words “Regional Manager” to designate our top leaders in each of the operating units.

Together the Board and Regional Managers are responsible for risk assessment and management throughout the Group. We retain external legal counsel who provides overall advice with regard to all published Policies.

2. Our supply chain

The Group is a professional services business with a limited supply chain comprised mainly of subcontracted specialty services. The Group is committed to working with our clients, suppliers and business partners to ensure all are adopting and implementing principles and standards equivalent to our own.

3. Our Policies

Our Policies are our leading document addressing this important and crucial area. These Policies operate in conjunction with and reflect other Group values and commitments.

4. Risk Assessment and due diligence.

The Group adopts a zero-tolerance approach to modern slavery in all our business dealings, contacts and supply chains and our Policies will be communicated to all those with whom we formally engage before the commencement of any business relationship.

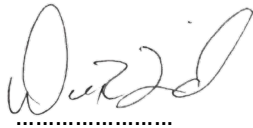
All reports in relation to breaches or potential breaches of our Policies must be immediately notified to the relevant Regional Manager, or directly to the Board, and will be investigated by the Board.

5. Our next steps

We are in the process of developing Key Performance Indicators (KPIs) in relation to Modern Slavery. We will look to create KPIs that help us ensure effective and efficient implementation of our Policies and our wider approach. As necessary, on a region-by-region basis, we will draw on local subject matter experts.

Within the Group, we are planning to introduce mandatory online training which will be delivered as soon as practically possible. Provisions concerning Modern Slavery will be introduced as standard terms into new contracts. For existing, counterparty contracts, we will engage with all those parties to introduce new Modern Slavery provisions that reflect our Policies.

Signed by Devin Field duly authorised by and on behalf of the Board of Directors


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Director

Signed 23 April 2024 for the fiscal year 2023 (1 January 2023 – 31 December 2023)