

Tetra Tech UK Consulting Group Limited Modern Slavery and Human Trafficking Statement 2021

11 January 2021

Introduction

Tetra Tech UK Consulting Group Limited and its subsidiaries (“Tetra Tech”) acknowledge that slavery and human trafficking represent gross violations of fundamental human rights. Tetra Tech fully supports the implementation of the Modern Slavery Act 2015 and seeks to operate in such a manner as to ensure, so far as possible, that slavery and human trafficking do not take place within our business or supply chains. We recognise the importance of transparency in our approach to tackling these issues and expect the same high standards to be held by our contractors, suppliers, investors and business partners. In the light of the UK Modern Slavery Act 2015 and the Government’s Annual Report on Modern Slavery published in October 2018, Tetra Tech continues to take steps to minimise the risk of slavery issues in its operations and supply chains.

As a wholly owned subsidiary of Tetra Tech Inc. Tetra Tech and its subsidiaries are committed to maintaining business practice standards that honour and protect the dignity and integrity of everyone with whom the Company conducts business, employs, and serves. This includes an opposition to human trafficking and forced labour in any form. To this end, Tetra Tech Inc. has adopted a policy combating trafficking in persons (TIP) in all aspects of its business a copy of which can be found at <https://www.tetratech.com/en/markets/international-development/about/combating-trafficking-in-persons-policy>

Tetra Tech’s Structure, Business and Supply Chains

As a project management and technical consultancy with a turnover of more than £100m, Tetra Tech comprises a number of limited UK and international companies. Due to the nature of our business, Tetra Tech’s supply chains consist primarily of other professional service providers whose employees have qualifications and skills that are unlikely to be exploited through forced labour. We assess the risk of modern slavery and human trafficking occurring in our business to be low but we recognise that no organisation can consider itself immune or afford to be complacent.

Our Policies on Slavery and Human Trafficking

Tetra Tech is committed to operating all aspects of our business in an ethical manner. We take a zero tolerance stance on slavery and human trafficking and have whistleblowing procedures that allow incidences and/or suspicions related to slavery or human trafficking to be reported. Our policies and procedures are reviewed annually and published on our intranet to ensure wide distribution. They are also part of our induction process for new employees and ongoing training.

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Due Diligence Processes for Slavery and Human Trafficking

Before they can start any work for Tetra Tech or on our behalf, our suppliers are subject to strict checks to assess their compliance and suitability. Our Supplier Information Form and Pre-Qualification Questionnaires now directly enquire as to whether such organisations are covered by the Modern Slavery Act 2015 and, if they are, require them to provide a copy of their slavery and human trafficking statement pursuant to section 54(1). If they are not subject to the provisions of the Act, suppliers are required to provide details of their Modern Slavery Policy (or equivalent documents), any training or education offered and any due diligence processes they operate. The information received is scrutinised and further investigation taken where necessary.

Assessing and Managing Risk

Our risk management processes seek to ensure that particular areas of risk in our business and supply chains are identified and impact assessments undertaken prior to the commencement of projects. In cases where a specific ethical concern has been raised, the ethical issues, including any related to slavery and human trafficking, will be considered prior to the approval of project work.

Training

Given Tetra Tech's limited risk exposure and our enhanced due diligence and other processes in place, we have decided not to implement specific training in modern slavery and human trafficking at this stage. However, in circumstances where we consider there may be particularly high risks, appropriate training will be developed and targeted at those personnel who may have direct exposure we will review this stance periodically.

This statement, which is also published on Tetra Tech's website, tetratecheurope.com, is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Tetra Tech's slavery and human trafficking statement for the financial year ended 31 March 2019, please refer to note 14 in the Annual Report and Accounts 2019 of Tetra Tech UK Consulting Group Limited (Formerly WYG plc).



Craig Hatch

Managing Director – GB Region

11 January 2021