



MODERN SLAVERY STATEMENT

2023 - 2024

INTRODUCTION

Bayside BWE Pty Ltd (the Group), acknowledges the risk of modern slavery in our business operations and through our supply chain. As such, we are committed to supporting the elimination of modern slavery and the risks to people across our activities.

This is the Group's fourth Modern Slavery Statement, and consistent with previous periods, we have not identified any occurrence of modern slavery across our operations, nor our supply chain. We are cognisant this does not mean modern slavery was not present and as such, we are committed to improving our ability to identify, assess and mitigate such risk, supported by our Modern Slavery Working Group.

Whilst our business does not currently meet the thresholds for mandatory reporting, we voluntarily submit this statement to the Attorney-General's Department, reflecting our commitment to comply with the Modern Slavery Act 2018 and our responsibility to proactively address all forms of modern slavery risk.

This Statement identifies the risks of modern slavery in our operations and supply chain and details the Group's actions to assess and address those risks, outlining our intended focus for the 2024- 2025 period as we continue to support the eradication of modern slavery.

Definitions

The expressions 'we' and 'our' are used where reference is made in general to the Group.

Unless stated otherwise, all references to "risks" within this Statement refer to modern slavery risks to people.

Acknowledgement of Country

The Group acknowledges the Traditional Owners of the lands across Australia – in particular, the regions in which we operate. We pay respect to Elders past and present.

OUR VISION & VALUES

Our Vision of **partnering in the future of people** relies on an undertaking by all in our operations to welcome diversity, recognise the importance of inclusiveness and a commitment to treat everyone with respect and dignity.

Together with our Values we operate honestly, ethically and transparently, with an awareness of the impact of our actions on others.

Passion | Integrity | Respect | Excellence | Teamwork

Through our six brands, we provide labour hire, recruitment and employment solutions, engineering and design services, and IT consulting.

As a leading Australian employment and workforce management specialist, we take seriously our obligation to prevent slavery, slavery like practices and human trafficking within our business, the operations of our supply chain and the clients with which we partner.

GROUP STRUCTURE



OUR OPERATIONS & SUPPLY CHAIN



OUR SERVICES	OUR PEOPLE	OUR SUPPLIERS
On-hired Employment and Permanent Recruitment, Workplace Relations Consulting	Workforce Management Consultants, Recruitment Consultants, Associate Consultants, ER/IR Specialists, Health & Safety, Management, Payroll On-hired Employees: Semi-skilled	Technology, PPE & Equipment, Stationery & Office Supplies, Printers, Catering, Facilities Maintenance, Car Manufacturers, Consultants, Accounting & Payroll Services
On-hired Employment, Permanent Recruitment, International Sponsorship (482 Visas), Workplace Relations Consulting	Workforce Management Consultants, Recruitment Consultants, Associate Consultants, ER/IR Specialists, Health & Safety, Management, Quality Systems, HR, Marketing & Communications	Technology, PPE & Equipment, Stationery & Office Supplies, Printers, Catering, Facilities Maintenance, Car Manufacturers, Consultants, Accounting & Payroll Services
Engineering & Design, Project Management, Detailing & Drafting, Surveying & Geospatial, 3D Scanning & Modelling, Asset Location & Assessment, Soil Testing	Engineers, Drafters, Project Managers, Surveyors, Auditors, Designers, Trainees, Administrators, IR Specialists	Technology, PPE & Equipment, Stationery & Office Supplies, Printers, Catering, Facilities Maintenance, Car Manufacturers, Consultants (both in Australia and overseas), Accounting & Payroll Services
IT Managed Services IT Consulting	IT Support, IT Specialists	Technology, PPE & Equipment, Stationery & Office Supplies, Printers, Facilities Maintenance, Accounting & Payroll Services



OUR PEOPLE

Our Workforce

Our Group’s workforce comprises internal employees located across eight offices nationally, and on-hired employees through our labour hire services. These workers are placed with host clients across Australia, primarily in Engineering, Technical, Scientific, Education Administration, and Skilled and Semi-skilled roles.

Employment Standards

Our employees are engaged through individual employment contracts and are covered by industrial instruments including modern awards or enterprise agreements. Our internal Employee Relations team ensures compliance with these instruments within our own operations and that of our host employers.

Skilled International Workers

During the reporting period, Bayside Group sponsored eight international workers under the 482 Temporary Skill Shortage Visa. Skilled migrant workers are employed directly, receiving the same entitlements as resident employees. This includes access to benefits and rewards, ability to raise grievances directly or anonymously, and access to our Employee Assistance Program.

48

Years in Operation

8

Offices Nationally

134

Internal Staff

1552

On-hired Workers

133

Permanent Placements

10

Secondments

2023-24 SNAPSHOT

0

instances of
modern slavery

No detection across our operational activities and supply chain. We are committed to identifying and mitigating risk.

95%

spend was with
direct suppliers

Located in Australia, and as such are subject to Australian legislation.

25%

contracted suppliers
evaluated

Having completed and submitted our Modern Slavery evaluation questionnaire to date.

MODERN SLAVERY SAFEGUARDS

We have assessed our operations across the reporting period to be at low risk of causing or contributing to modern slavery. Our low risk profile is supported by several key factors:

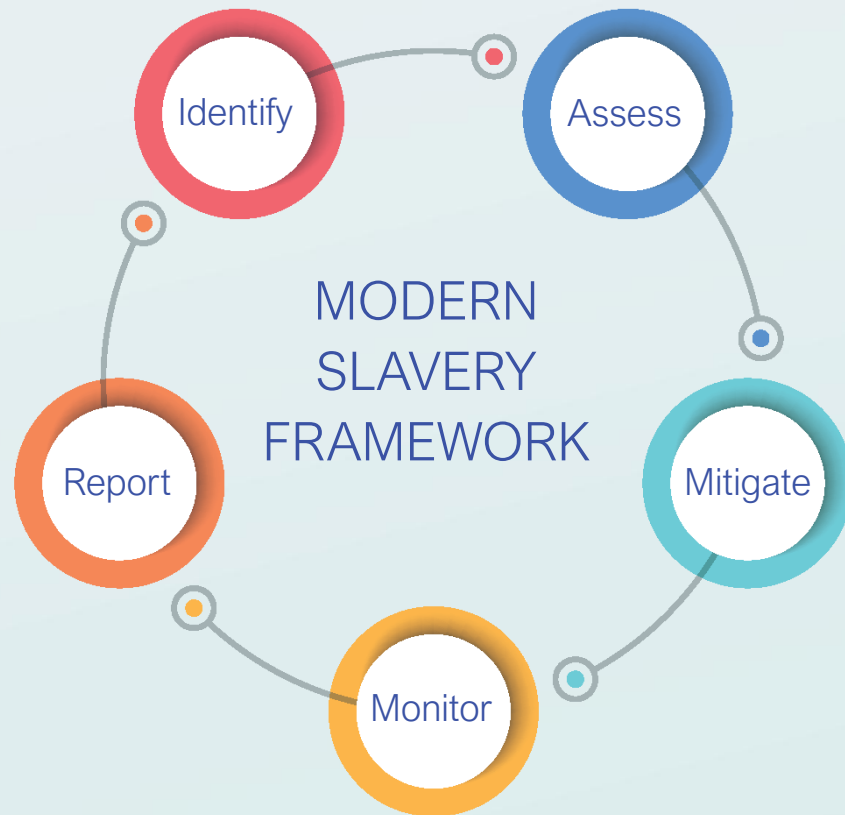
- ✓ All our employees are engaged through formal and clear employment contracts which comply with the National Employment Standards (NES) and the Australian Fair Work Act.
- ✓ The small number of international workers we engage are aligned to the same standards as our resident employees.
- ✓ Our operations are governed by internal policies and procedures that protect the rights and freedoms of our people including prescribed codes of conduct, Respectful Workplace Conduct and our Diversity Inclusion and Belonging Policy.
- ✓ The Group provides for a Whistleblower Policy providing a mechanism for employee grievances.
- ✓ All employees undertake mandatory training on bullying, harassment and discrimination with refresher training completed every two years.
- ✓ The majority of our contracted suppliers are Australian businesses.

- ✓ Our Group employs an internal ER/IR team who ensures compliance with relevant awards, Australian employment legislation, and who regularly review and develop internal policies relating to employee engagement.
- ✓ Management of our operations is conducted in Australia which is regarded as having low risk of modern slavery.
- ✓ Any employee within our Group is free to leave their employment at any time with no penalty, and all employees are free to engage in collective bargaining.
- ✓ The Group complies with child employment laws that protect children from work that could harm their health or wellbeing.

We continue to work with our clients to ensure we are collectively assessing actual or perceived risk of modern slavery. As supplier of professional services, our activities and that of our supply chains are regularly evaluated to determine our modern slavery risk profile.

Compliance with client issued Supplier Codes of Conduct reflects an alignment between our common values and efforts to address modern slavery risks and maintain responsible and transparent supply chains.

ACTIONS TO MITIGATE MODERN SLAVERY RISKS



2023-24 FY Mitigation Activity

We have continued to assess and identify core risks across our operations and that of our supply chain, and to increase our understanding of modern slavery risks.

Key actions included:

- ✓ Continuing to adhere to the principles of our Sustainable Procurement Policy.
- ✓ Issuing our Supplier Evaluation Questionnaire and Supplier Code of Conduct to contracted suppliers.
- ✓ Initial training for key procurement staff.
- ✓ Communicating about modern slavery with suppliers identified as higher risk.
- ✓ Review and updates to all relevant policies and procedures.
- ✓ Ensuring we, and our clients, remain compliant in relation to modern slavery when considering sourcing skills from overseas.
- ✓ Submitting an annual report as required under the Modern Slavery Act 2018.

ACTIONS TO MITIGATE MODERN SLAVERY RISKS



APPROVAL & CONSULTATION

This Statement is submitted by Bayside BWE Pty Ltd on behalf of its related entities. Consultation by the Modern Slavery Working Group took place with relevant operational and corporate services executives, and the board of directors.

This Statement was approved by the Board of Directors on 11th December 2024 and is made pursuant to the Modern Slavery Act 2018 (Cth).

A handwritten signature in black ink, appearing to read 'R Blanche', with a stylized, cursive script.

Robert Blanche
Director
Bayside BWE Pty Ltd