



MODERN SLAVERY STATEMENT

2024

synaco 
by **SYNERGIE**

 **ipa** by  **SYNERGIE**

S&YOU
SPECIALIST
RECRUITMENT

OUR COMMITMENT

The Synergie Group is committed to the highest standards of ethical conduct and integrity.

When we started our company in 2012, we committed to ourselves and our team that we would stay true to a values-based service methodology. Our candidate-first approach to work within the recruitment and labour hire industry has seen our organisation become a trusted partner in the local employment market.

We have, this year, through growth and acquisition, surpassed the threshold where we are required to report on our compliance with the Modern Slavery Act 2018 (Cth).

Though this is our first Modern Slavery Statement, we have long operated with the best interest of our labour hire employees at heart, which includes an abiding commitment to preventing modern slavery and human trafficking in our business dealings and within our operations and supply chains.

We operate within an organisation structure that includes an international CSR and business ethics framework assessed and recognised through ECOVADIS as being within the 99th percentile of business, and we have recently acquired IPA by Synergie, which has reported its Modern Slavery compliance under its previous parent company since the commencement of the Act. Through this structure, we are committed to continually improving our practices to combat slavery and human trafficking and to encourage the same high standards from our supply chain and other business partners.

We like to think we are different from other recruitment agencies in that we put our candidates' needs before our own. We make time to know our candidates, to understand their needs and true motivators, ensuring our consultants have the time to focus on improving their lives through work.

This Modern Slavery Statement demonstrates the actions the Synergie Group has undertaken to put this point of difference into practice, and activities planned to ensure that managing the risk of Modern Slavery is front of mind as we continue to develop our workforce and supply chain.



A handwritten signature in blue ink, appearing to read 'Mike Otty'.

Mike Otty
Managing Director

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CRITERION ONE - REPORTING ENTITY

This statement is made pursuant to obligation under the *Modern Slavery Act 2018* (the Act), for the year ending 31 December 2024.

This statement covers Synaco Global Recruitment Pty Ltd ABN 36 157 844 212, a public company limited by shares, which conducts its business under various registered businesses and business names, including IPA by Synergie, Synaco by Synergie and S&you.

Collectively, we refer to ourselves as the Synergie Group Australia in recognition of our ultimate ownership by French company, Synergie.

The reporting entity's registered office is located at Suite 130, Level 1, 33 Pirie Street Adelaide, South Australia.

The Synergie Group is committed to:

- **Zero Tolerance:** Maintaining a zero-tolerance approach to modern slavery and exploitation.
- **Ethical Practices:** Ensuring that all recruitment and labour hire practices are conducted ethically and legally.
- **Supplier Accountability:** Holding suppliers to high standards of ethical conduct and compliance with modern slavery laws.
- **Transparency:** Promoting transparency in our operations and supply chain to prevent modern slavery.

CRITERION TWO - ABOUT SYNERGIE GROUP AUSTRALIA

OUR ORGANISATION

Synergie is an international group providing companies and institutions with global human resources management and development services: recruitment, temporary employment, training and consultancy. Synergie has more than 5,000 employees throughout France and in 17 countries abroad.

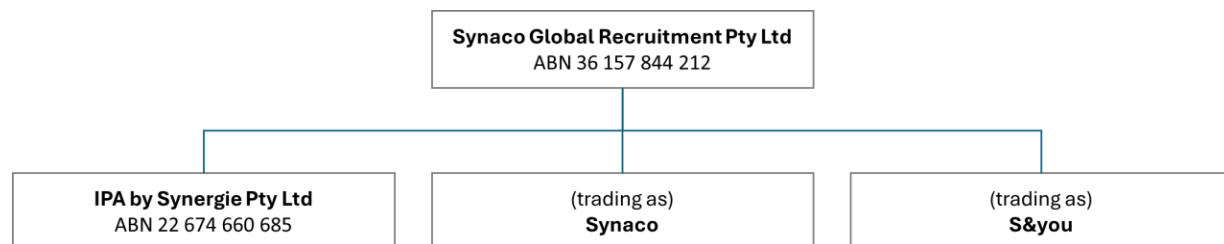
Synergie's operations in Australia commenced over a decade ago, when directors, Mike Otty and John Alexandrou, started Acorn Recruitment in 2012. Staying true to a values-based service methodology, the pair quickly sought the experience of trusted industry professionals. Now known as Synaco by Synergie, we fill a wide variety of permanent and contract roles with a dedicated focus to delivering the best talent across Australia.

In 2021, Synaco by Synergie created a distinct business line devoted to specialist permanent recruitment, servicing clients from a flagship branch in Sydney.

In 2024, delivering on its commitment to expand the reach of our quality service offering, Synaco acquired IPA, one of Australia's most established recruitment organisations. Founded in 1984, IPA grew, like Synaco, from a small team in Melbourne to trusted supplier of personnel services to some of Australia's leading employers.

Together, Synaco by Synergie, S&you and IPA by Synergie bring a combined legacy of innovation, safety, and customer-focused recruitment services. We support businesses and individuals by providing exceptional talent and fostering inclusive workplaces where everyone can thrive and our global reach, allows us to create truly unique and aspirational career options for our customers.

Organisational structure



IPA by Synergie operates under its own ABN and is a wholly owned subsidiary of Synaco Global Recruitment.

IPA by Synergie provides recruitment and labour hire services nationally and was operational during the Reporting Period.

Synaco is a registered business name of Synaco Global Recruitment. In alignment with our parent, we refer to Synaco as Synaco by Synergie.

Synaco by Synergie provides labour hire services nationally and was operational during the Reporting Period.

S&you is a registered business name of Synaco Global Recruitment.

S&you provides permanent recruitment services nationally and was operational during the Reporting Period.

Overarching governance

The Synergie Group has established a governance framework to manage concerns in line with identification and mitigation of Modern Slavery in our operations, including

- **A modern slavery policy**, which outlines our commitment to preventing modern slavery and human trafficking through our business dealings and within our operations and supply chains. This policy complies with the Modern Slavery Act 2018 (Cth) and the Modern Slavery Act (2018) (NSW) and reflects our dedication to upholding human rights and ethical business practices.
- **A Code of Ethics and Business Conduct for our employees and suppliers**, which includes explicit reference to our requirement for our associates to comply with the UN Convention on Rights of Persons with Disabilities, UN Convention on the Rights of the Child, UN Resolution on Protection Against Violence and Discrimination Based on Sexual Orientation and Gender Identity and the UN declaration of Human Rights.
- **A whistle blower platform**, delivered by the SYNERGIE Integrity Line, which facilitates our employees' and clients' capacity to report suspected violations of the law or our Code of Ethics and Business Conduct without the threat of negative consequences such as dismissal, transfer or intimidation, with reference to the European Directive 2019/1937 on the protection of whistleblowers which entered into force on 16 December 2019.
- **A regular reporting framework to our global parent**, in support of our ECOVADIS credentials, covering Environment, Labor & Human Rights, Ethics, and Sustainable Procurement, which awarded a score of 80/100 on the ethical item-an improvement of 10 points compared with 2022.
- **Current licences for the supply of labour hire and employment services** in all relevant jurisdictions.

OUR OPERATIONS AND SUPPLY CHAIN

Synergie group operations

Collectively, the Synergie Group is a labour provider of staffing and recruitment services to a wide range of clients covering a broad range of industry sectors. We supply responsive recruitment and labour hire services from over 15 locations across Australia.

The Synergie Group offers a full suite of service offerings covering:

- Permanent recruitment
- Temporary recruitment
- Contract and fixed term recruitment
- Diversity recruitment
- Volume and project recruitment
- Search and selection
- Unbundled recruitment services:
 - Job analysis
 - Assessment tools
 - Panel interviewing
 - Reference and credential checking service
 - Entry and exit interviewing
 - Candidate application management
- Consulting Services:
 - Diversity
 - Workforce planning
 - Customised sourcing strategies
 - Assessment centre design
 - Safety recruitment and consulting

Our supply chain

As a service organisation focused wholly on the provision of labour hire and recruitment services, Synergie Group companies do not have expansive supply chains.

However, the level of risk based on the industries we source from increase due to the known risks of modern slavery existing in the following supply chains:

- Information technology
- Office supplies
- Personal protective equipment (PPE).

CRITERION THREE - RISKS OF MODERN SLAVERY

Modern slavery describes situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom.

Practices that constitute modern slavery can include: human trafficking, slavery, servitude, forced labour, debt bondage, forced marriage, deceptive recruitment, and the worst forms of child labour.

Synergie Group has a zero-tolerance approach to modern slavery and human trafficking throughout our entire operations. We conduct our business with integrity and will not knowingly deal with any business or individual involved in slavery or human trafficking.

Synergie Group recognises that the industry sectors that we operate within, and labour hire in general, are some of the highest risk industries in relation to modern slavery. For this reason, all Synergie Group companies have strict controls in place specifically designed to manage labour hire services, which include:

- Procedure Determine On-hire Employee Pay and Bill Rate and,
- Onboarding Pack for employers, which includes:
 - On-hired Employee Employment Agreement
 - Code of Conduct
 - Privacy Policy and Collection Statement
 - Safety and Equal Employment Opportunity (EEO) Information.

The recruitment, selection, onboarding and employment of on hire employees is documented in an online operating system with a suite of procedures and policies. All staff undergo training in how to apply the tenants of the operating system relevant to their business line.

Like many organisations, our modern slavery risk would be within our supply chain or that we place staff within organisations that are at risk in their supply chains. The risk of modern slavery is further mitigated due to the nature of our major clients, such as Australia Post and State and Federal Government. These clients are fellow reporting entities under the Modern Slavery Act and have clear commitments to identifying and reducing the impact of modern slavery in Australia.

CRITERION FOUR - OUR ACTION ON MODERN SLAVERY

With the acquisition of IPA by Synergie, the Synergie Group expects to exceed the \$100M threshold for reporting on Modern Slavery under the Act. In preparation for this, the Synergie Group senior leadership team (SLT) and key resources within our businesses have worked to integrate existing Modern Slavery prevention practices within each of our businesses and within our global parent.

We are currently in the process of embedding a new, organisation-wide framework to continue to combat Modern Slavery in our supply chain.

Key actions taken since our merger include:

- A joint Modern Slavery policy has been reviewed, issued and confirmed as fit for purpose
- All new employees have received Modern Slavery training to provide an overview of new processes that have been put in place or have been planned for the coming 12 months
- All employees have been made aware of our whistle blower helpline (the SYNERGIE Integrity Line) and how they can report any concerns they may have associated with Modern Slavery
- We have consolidated existing supplier questionnaires attached to our terms of business (which require Modern Slavery disclosure) and created a register of supplier details.
- We systematically engage our supply chain partners with an annual 'supplier compliance questionnaire' which includes questions related to their monitoring and adherence to compliant behaviours in relation to Modern Slavery.
- We have instigated a compliance audit regime, centralised under our new Group Operations function, which covers pre-employment checks, including eligibility to work, work history, references and qualifications.
- We have incorporated Modern Slavery as a standing agenda item on our senior leadership team meetings.

CRITERION FIVE - ASSESSING OUR ACTIONS AND CONTINUOUS IMPROVEMENT MECHANISMS

Instigation of a company-wide quality system

The Synergie Group has commenced the process of developing and certifying an organisation-wide quality management system, which will incorporate:

- Executive sponsorship and corporate support services to ensure compliance with internal policies and standards, including Modern Slavery.
- Extensive communication practices ranging from formal reporting through to informal discussions with candidates and client stakeholders, including consideration of Modern Slavery risks within our supply chain and the supply chains of our clients and suppliers.
- Service methodologies that focus on delivering best practice recruitment processes that maintain strict compliance with all legislation that relates to the recruitment and provision of labour hire services.
- Performance measurement tools to measure service delivery, including benchmarking, satisfaction surveys, and performance tracking
- Systems to capture any process deficiencies and procedures to deliver service delivery improvement.

Regularly reviewing policy and procedure framework

As a component of our efforts to consolidate all IPA by Synergie, Synaco by Synergie and S&you policies under a single policy and procedure framework, the Synergie Group has developed a document control and review procedure, which requires all policies and procedures to be reviewed and approved by a company director every two years.

Industry licensing authorities

The Synergie Group recognises that the labour hire industry in which we operate is a high risk industry with respect to exploitation of workers. As an organisation, we are committed to delivering services in a manner that upholds our employees' rights and positively impacts their life through meaningful work. All Synergie Group businesses maintain current licences for all relevant jurisdictions, as well as membership to the Recruitment, Consulting & Staffing Association (RCSA) is the peak body for the recruitment, staffing & workforce solutions industry.

CRITERION SIX - OUR CONSULTATION PROCESSES

The Synergie Group operates under a joint senior leadership team (SLT) and processes and procedures are mapped and managed under a centralised operations team.

Modern Slavery processes and risk management procedures are a standing agenda item at all SLT meetings and changes to Modern Slavery processes are communicated to business heads at these events.

Additionally, Modern Slavery procedures are maintained and communicated from a central operations team to ensure all messaging is consistent with the directives of the SLT and understood at all levels of the organisation.

CRITERION SEVEN - FURTHER INFORMATION

From a global perspective, our ultimate parent company's has identified CSR as a key driver for its international operations. SYNERGIE has developed a strategic vision for CSR, to identify key priorities, and to start implementing the CSR policy through a roadmap that the Group CSR Department shared with all the support and operational departments as well as with the largest subsidiaries, including Australia

The CSR approach, which consists of change management in all organisations, requires education and awareness-raising campaigns for permanent staff, temporary staff, clients, service providers and institutional and non-profit partners on what we do and what we could do in CSR. All this, with the aim of continuing to grow, while contributing to a more equitable society, where equal access to employment for all can become the rule. SYNERGIE's CSR approach is constantly improving and is accompanied by a cultural change that will ultimately lead to changes in its business model.

Globally:

- SYNERGIE continues to be included in the Ethifinance Gaïa Rating of 230 SMEs and mid-caps listed on the Paris stock exchange and the best performers in terms of CSR. It obtained a score of 66/100 for the 2023 campaign.
- This societal commitment is now increasingly taken into account by investors and insurers when selecting their clients due to changes in European regulations.
- In October 2023, SYNERGIE also received its new ECOVADIS Platinum certification, and for the third consecutive year obtained the Platinum medal with a score of 79/100 (3 points more than in 2022), positioning SYNERGIE in the Top 1% of its business sector.
- SYNERGIE was recognised for the fourth year in a row by Point-Statista, which rates the top 250 CSR policies of companies in France.
- SYNERGIE confirmed its commitment to the 10 principles of the United Nations Global Compact by responding to their questionnaire in 2023.
- These good results are the pride of all the Group's employees, but also contribute to giving even more meaning to the societal mission of our permanent staff, temporary workers and clients, in the service of responsible and sustainable employment.
- At the end of 2023, for the first time, SYNERGIE was recognised as a diversity leader by the Financial Times, rewarding the Group's diversity and inclusion policy.

APPROVAL

This Modern Slavery Statement was approved by the Managing Directors of the Synergie Group Australia (Synaco Global Recruitment Pty Ltd ABN 36 157 844 212 trading as “Synaco by Synergie” and “S&you”, and IPA by Synergie Pty Ltd ABN 22 674 660 685) 1st December 2024.



Mike Otty
Managing Director



John Alexandrou
Managing Director