

# Going Further Together



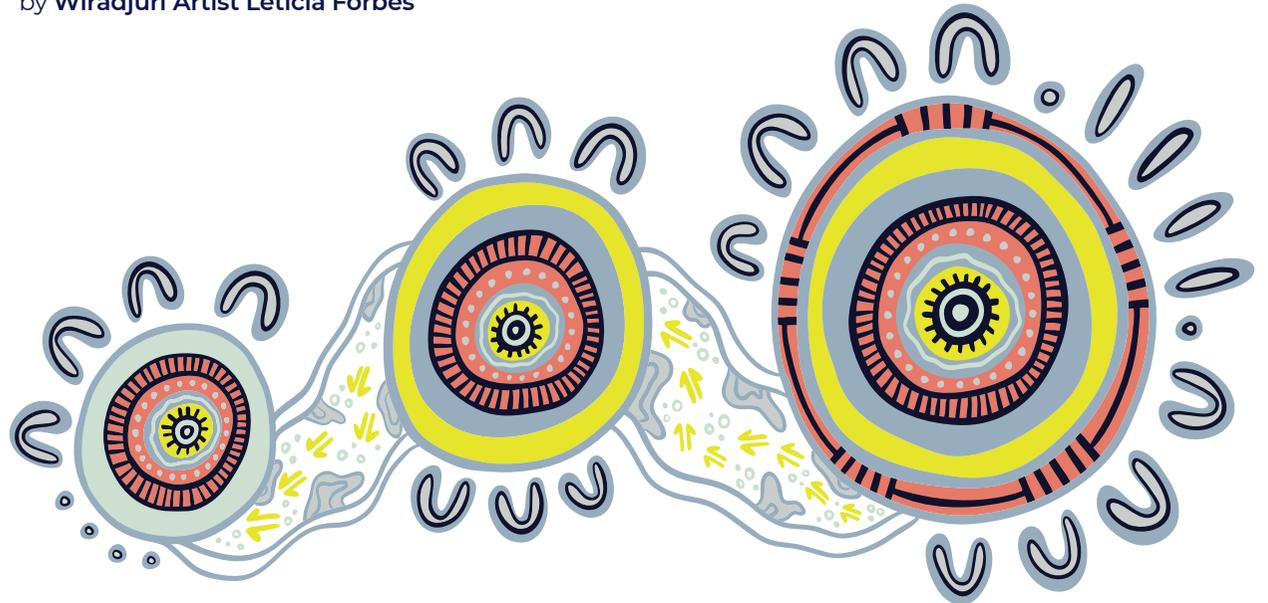
# Contents

About this Statement	03
A Message from our CEO	04
Our Progress at a Glance	05
About Us	06
Our Structure and Operations	07
Our Commitment to Human Rights	09
Understanding Risks of Modern Slavery Practices in our Operations and Supply Chain	10
Actions Taken to Assess and Address our Modern Slavery Risks	11
Assessing the Effectiveness of our Actions	12
Next Steps and Other Relevant Information	13
Glossary	14
Annexure: Approval, Signature and Mandatory Criteria Map	15

BIC Consolidated acknowledges the Traditional Custodians of the lands on which our business and assets operate, and recognise their ongoing contribution to land, waters and community.

We pay our respects to Aboriginal and Torres Strait Islander peoples, their cultures and the Elders past and present.

'Growth Journey' an element of 'Growing with our people, growing with communities' by **Wiradjuri Artist Leticia Forbes**



**'Growth Journey' element meaning:** This element features three community circles with the kangaroo footprints walking forward (left to right). It reflects that the journey isn't always linear, and shows an understanding of the highs and lows along the way. However, every step a person takes is a step forward into embracing their future aspirations at BIC Consolidated, in their own lives, and within communities. The 'U' shape symbols represent people at BIC Consolidated coming together to help this happen. The dots around the tracks are different parts of their journey, big and small.

# About this Statement

The content of this Statement has been prepared based on the mandatory reporting criteria for Modern Slavery Statements set out in the Modern Slavery Act 2018 (Cth). This Statement covers the financial year ending 30 June 2025 (FY2025). It includes reference to actions undertaken prior to the FY2025 reporting period to provide relevant context for our FY2025 outcomes.

This Modern Slavery Statement is submitted as a joint statement and outlines ongoing actions to minimise the risk of modern slavery in our operations and supply chain for the following entities:

- BIC Services Pty Ltd t/as BIC Consolidated (ABN 40 003 700 301)
- Consolidated Property Services (Australia) Pty Ltd (ABN 60 164 974 814)

BIC Services Pty Ltd (BIC) and Consolidated Property Services Pty Ltd (CPS) are part of the Bidvest Group of Companies and sit within Bidvest Group Australia Pty Ltd (ABN 62 659 193 030). During FY24, BIC and CPS were merged under one single operating entity, BIC Services Pty Ltd (ABN 40 003 700 301), trading as BIC Consolidated.

The BIC Consolidated Board includes the Australian Group CEO and CFO, together with the Division (Global) CEO and CFO. It is responsible for the governance of BIC Consolidated and oversees the governance structure including policies and procedures, the risk management and compliance framework, and environmental, social and governance (ESG) strategy and approach.

The Senior Management team of BIC Consolidated have reviewed and signed-off on this Statement prior to presentation to the Board.

This Statement is approved by the Board and signed by a Responsible Member in accordance with section 16(2) of the Act prior to lodgement.



# A message from our Group CEO

While global awareness of modern slavery is rising, the challenges persist and human rights abuses continue to occur. We recognise our role in addressing these risks and remain resolutely committed to preventing harm within our operations and supply chains.

FY2025 marks our second consolidated Modern Slavery Statement and demonstrates continuous improvement, embedding stronger controls for right-to-work verification, supplier due diligence, independent audits, training and grievance mechanisms, and collaboration through industry frameworks like the Cleaning Accountability Framework (CAF) and the United Nations Global Compact (UNGC).

We are strengthening human rights due diligence across our value chain, guided by the UN Guiding Principles on Business and Human Rights (UNGPs). Importantly, we have developed our inaugural Human Rights Action Plan through the UNGC Business & Human Rights Accelerator and will embed it across the business in early 2026.

Together with our partners, customers and suppliers, we will continue building a future free from exploitation. We can go further, together.



**Tony Gorgovski**  
Group CEO, BIC Consolidated



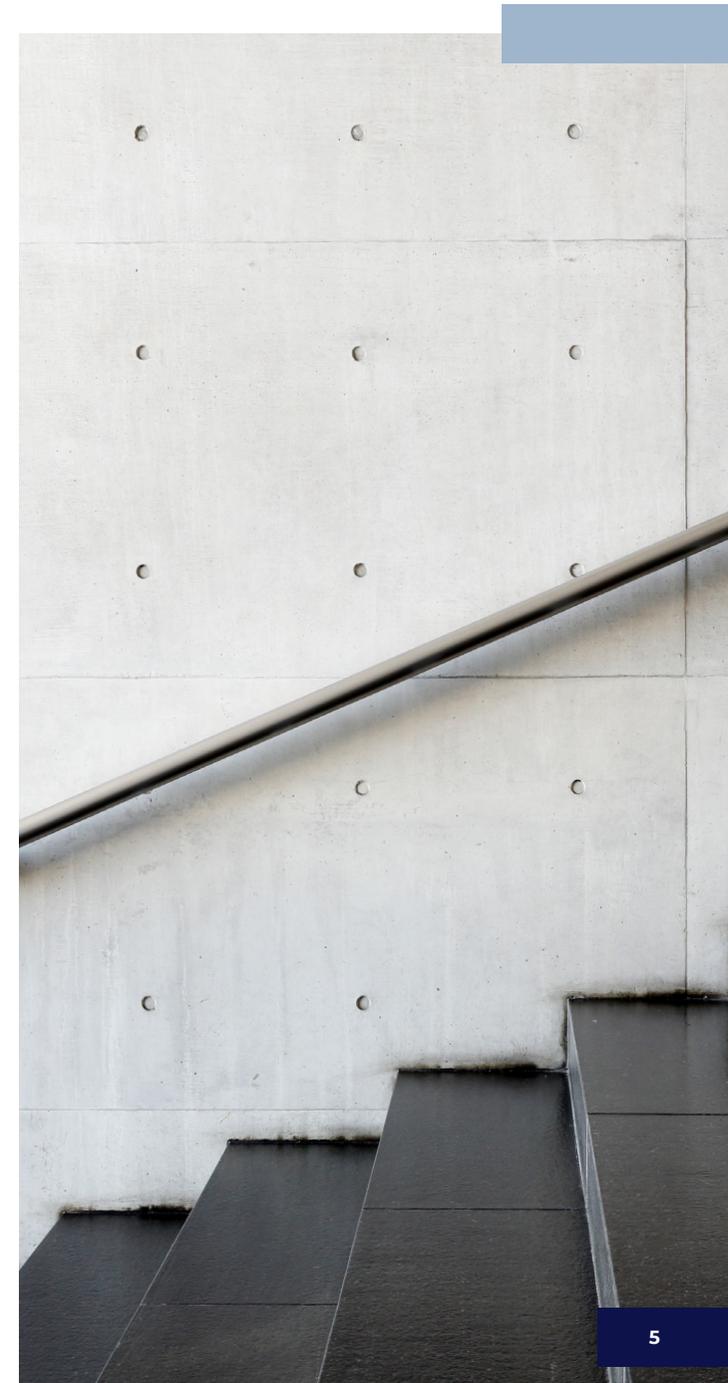
# Our Progress at a Glance

## Key actions and outcomes in FY2025:

- Introduced electronic monitoring of staff credentials for all directly employed staff, including Right to Work declaration and evidence capture, Visa Entitlement Verification Online (VEVO) checks, student and working holiday visa management, Nationally Coordinated Criminal History Checks, Bankruptcy checks, document/license/qualification verification, and Document Verification Service (DVS) integration.
- Implemented a Supplier Management Framework covering onboarding, monitoring and off-boarding, with enhanced due diligence requirements for priority suppliers (categories A & B) via our CM3 Contractor Management Platform.
- Two senior leaders completed the UN Global Compact Business & Human Rights Accelerator (2025), advancing the maturity of our human rights due diligence (HRDD) system.
- Developed our inaugural Human Rights Action Plan identifying salient human rights issues and near-term actions; embedding across the business is scheduled for early 2026.
- Achieved Cleaning Accountability Framework (CAF) Contractor Prequalification and increased CAF-certified buildings to 19 (portfolio expansion and continuous improvement since FY2024).

- Delivered modern slavery training with 99% completion among 191 leaders (UTS online module via Intuto – our online learning management system), complemented by ongoing toolbox talks and site posters promoting anonymous reporting.
- Completed an ISO 26000 Guidance on Social Responsibility gap analysis (Nov 2025) with a prioritised roadmap; actioning priority initiatives in H1 2026.
- Completed EcoVadis sustainability assessment (June 2025) and obtained a Silver Medal rating - 73/100 (91st percentile globally).

There have been no instances of modern slavery claims reported during the period. If a concern was raised we follow our Grievance and Remediation Procedure to validate the concern and determine the appropriate course of action to remedy any grievances.



# About Us

In 2024, BIC Services (BIC) and Consolidated Property Services (CPS) came together as one, BIC Consolidated. As one of Australia's largest commercial cleaning and property service providers, we deliver integrated services across retail, commercial, industrial, education, aged care, health and public places nationwide.

We maintain a strong focus on our people, innovation, sustainability and transparency, supported by ISO-certified management systems and robust governance.

## We are committed to:



**Strong  
Customer  
Focus**



**Forward  
Thinking  
Innovation**



**Seamless  
Service**



**People-first  
Culture**



**Value  
Creation**



**Market-  
Leading  
ESG**

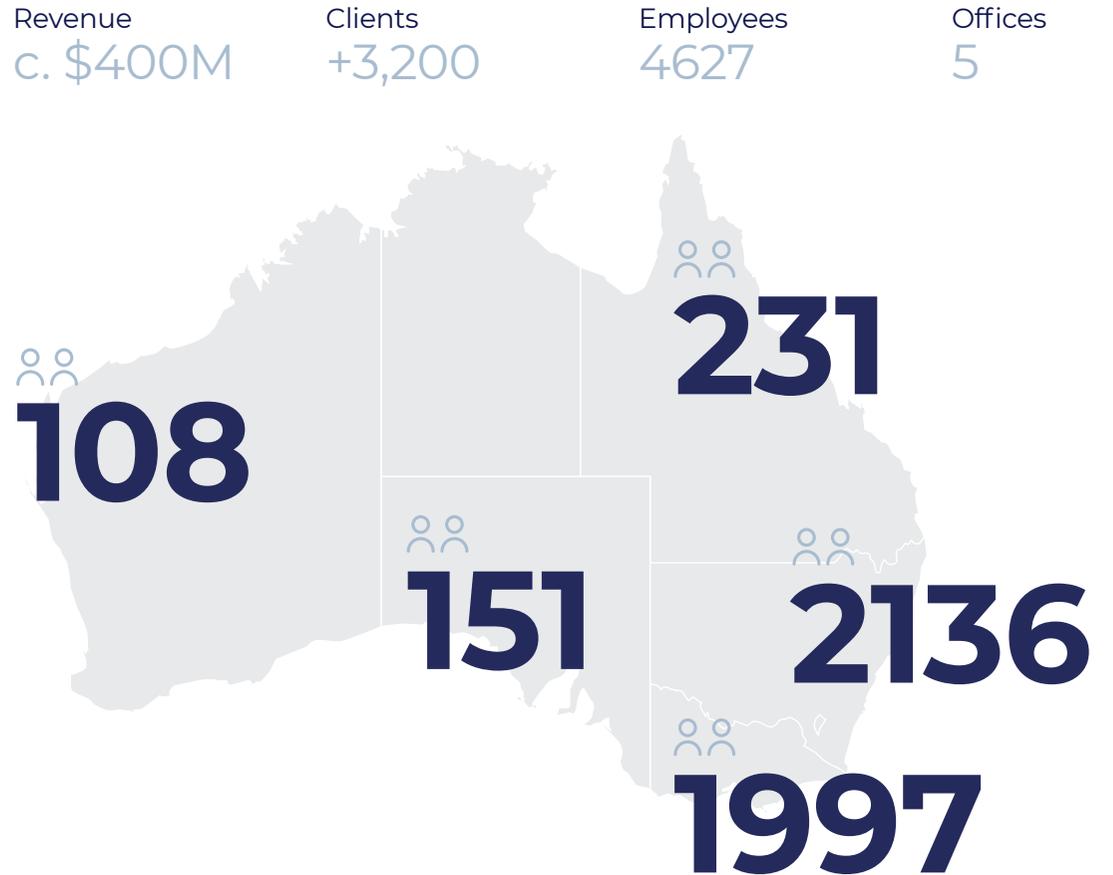


# Our Structure and Operations

Bidvest Group Limited acquired BIC in July 2022 and CPS in October 2023, subsequently merging under BIC Consolidated. Bidvest's Code of Ethical Purchasing and group-wide expertise support our anti-modern slavery stance. We provide integrated cleaning services nationally, operating thousands of sites and employing a culturally diverse workforce.

BIC Consolidated is proud to report we adopt the industry leading position of operating a direct employment model for 100% of our employees. This ensures our workers receive fair pay, with statutory entitlements being met, and opportunities for training and development are prioritised.

Our people come from culturally diverse backgrounds, with more than 88 nationalities making up more than 90% of our workforce. Our incredible people are our business, and as such we operate with a people-first approach. The wellbeing, health and safety of our people are of paramount importance to us.

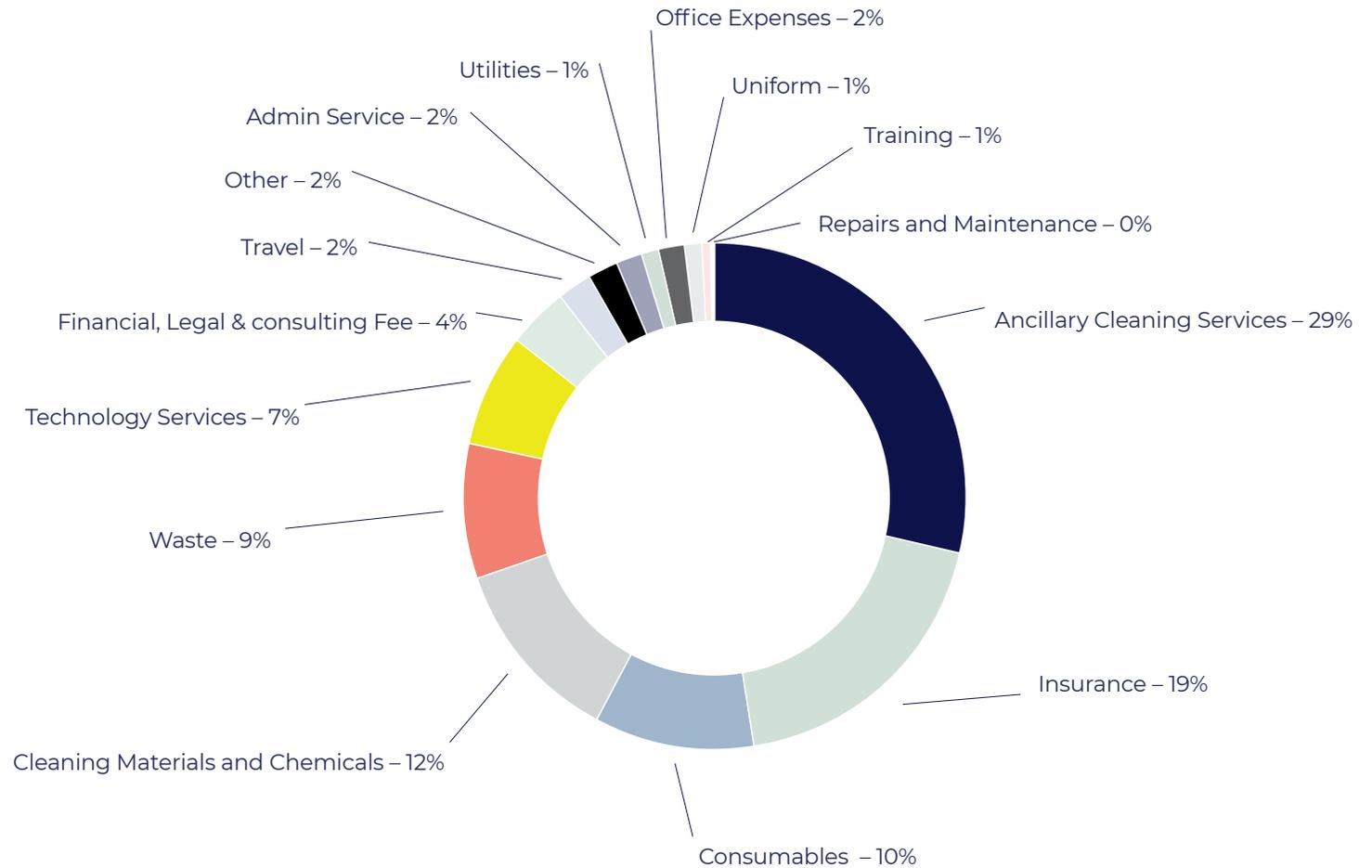


# Our Supply Chain

Our supply chain comprises more than five hundred suppliers across consumables, cleaning services, waste services, technology, uniforms and corporate services.

In FY25 our supplier spend was over \$46m (excluding statutory spend) and we engaged 558 suppliers.

12 Suppliers account for 50% of our spend.



# Our Commitment to Human Rights

We respect the human rights of all stakeholders and align our approach with international standards. We are an active participant in the UN Global Compact and report annually via the Communication on Progress (CoP). In FY2025 we updated policy commitments and strengthened due diligence expectations through our Supplier Management Framework and Code of Ethical Purchasing.

Our commitment was further demonstrated with two Senior Leaders (Head of Risk and General Manager – ESG) participating in the UNGC Business and Human Rights Accelerator 2025. The Accelerator is an intensive global program designed to help companies embed human rights into their strategy and operations. Participants explore how businesses can **identify, prevent, and address human rights risks** while building more resilient and sustainable organisations.

## Through their commitment, these leaders have:

- Delivered BIC Consolidated’s first-ever Human Rights Action Plan, providing a roadmap for strengthening respect for human rights across our business.
- Reviewed and enhanced our grievance and remedy mechanisms, ensuring employees, suppliers, and stakeholders have clear and accessible pathways to raise concerns.
- Built capability and awareness across the organisation by engaging with UNGC experts and global peers to apply leading practices.



This certificate is awarded to

**Clea Vazquez**

**BIC Consolidated**

In recognition of your completion of the  
**Business & Human Rights Accelerator**

09/03/2025



This certificate is awarded to

**Laurie Minto**

**BIC Consolidated**

In recognition of your completion of the  
**Business & Human Rights Accelerator**

09/04/2025

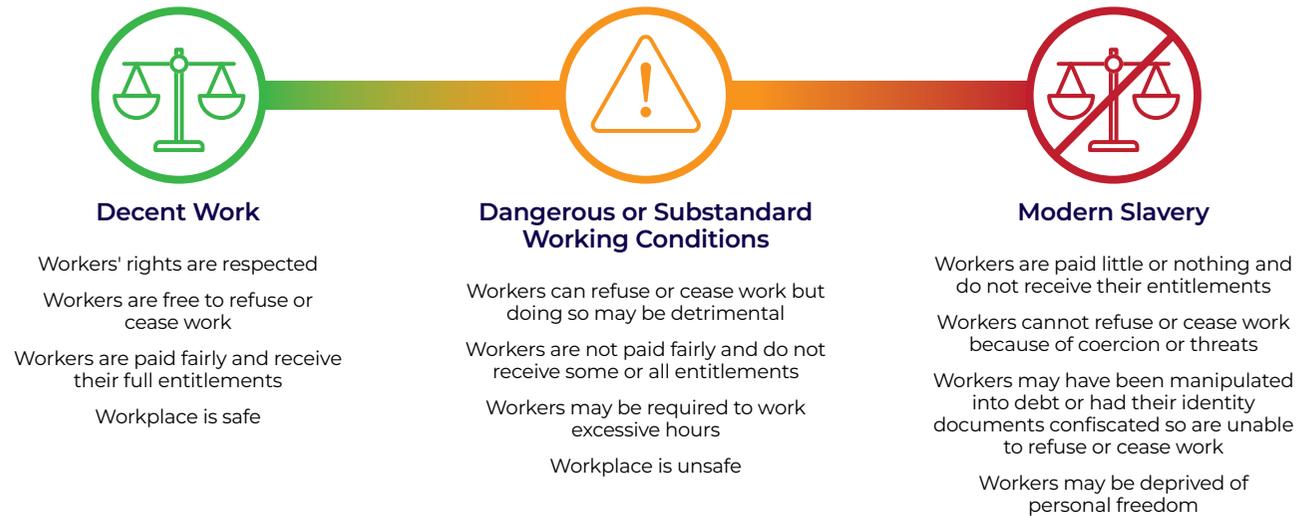


# Understanding Risks of Modern Slavery Practices in our Operations and Supply Chain

We assess risk across sector/industry, geography, product/service and entity-specific factors. Globally, cleaning is recognised as a high-risk industry for modern slavery risks. We acknowledge in our sector, precursors such as underpayment, insecure work and exploitative subcontracting increase vulnerability, particularly for migrant workers and those with lower English proficiency.

We continue to map risks across direct operations and deeper supply-chain tiers, recognising potential exposure in high-risk product categories (e.g., textiles/garments and electronics), and in regions with weaker labour protections.

This has enabled consolidation and reduction of suppliers as a means to mitigate risks of modern slavery issues.



# Actions Taken to Assess and Address our Modern Slavery Risks

Our Board, Executive and cross-functional teams (ESG, People & Culture, Risk and Procurement) oversee our Modern Slavery Framework, embedding HRDD in business-as-usual processes. Key FY2025 actions include:

- Policy suite governance: Human Rights Policy, Whistleblower Policy, Grievance and Remediation Policy, ESG Committee Charter, Privacy Policy and Procurement & Expense Management Policy maintained and updated as required.
- Implementation of Check Work Rights for visa monitoring (initial and ongoing), criminal history and bankruptcy checks, and DVS-enabled identity/document validation.
- Supplier due diligence via CM3: mandatory Code acknowledgement and modern slavery risk questionnaires for category A/B suppliers; performance monitoring and corrective actions.
- Independent audits: commissioned external audits of significant suppliers focusing on labour rights and working conditions; expansion of audit coverage planned in FY26.
- CAF participation: Contractor Prequalification achieved; CAF building certifications increased to 19, reinforcing decent work standards and transparent contracting.
- Training and awareness: UTS Modern Slavery module completed by 99% of 191 leaders; ongoing quarterly toolbox talks; site posters emphasising reporting channels and safety, including a new Whistleblower Poster (shown).
- Grievance and remediation: UNGP-aligned mechanisms, including whistleblowing, grievance and remediation procedures, escalation pathways, and case-by-case remedy planning for affected stakeholders.



Together we can create a safe, inclusive and transparent workplace.

The BIC Consolidated is committed to an independent tip-off facility enabling anyone to escalate reports in a confidential manner if the company has not addressed the concern appropriately.

TRUST THE PROCESS. Before escalating, make sure you follow the internal grievance procedures.

**24**  
HOURS A  
DAY, ANY  
DAY OF  
THE YEAR

Dare to care and share your information.

**Toll-free number**  
(Toll-free access from fixed line, accessible from most mobile networks; mobile rates may apply)

Australia: 1 800 633 293

Email: [bidvest@tip-offs.com](mailto:bidvest@tip-offs.com)



Website/mobi site  
[www.tip-offs.com](http://www.tip-offs.com)



# Assessing the Effectiveness of our Actions

We assess effectiveness through governance reviews (Risk Working Group, ESG Committee and Board oversight), audit outcomes, grievance themes, supplier compliance, and training coverage. In FY2025, indicators included:

- Training coverage: 99% completion among 191 leaders for UTS Modern Slavery online training (Intuto).
- CAF outcomes: Contractor Prequalification achieved; 19 CAF-certified buildings, with continuous improvement programs underway.
- Supplier due diligence: category A/B supplier engagement via CM3 (Code acknowledgement and questionnaires); corrective action tracking in progress.
- External rating & assurance: EcoVadis Silver (73/100; 91st percentile) confirming strengths and improvement areas across environment, labour & human rights, ethics and sustainable procurement.
- ISO 26000 gap analysis: maturity rated well progressed. Established roadmap set for H1 2026 implementation.

We will expand quantified KPIs and year-on-year targets in FY2026 (e.g., % spend risk-screened; # supplier audits; % corrective actions closed; grievance resolution metrics; training refresh rates).

“BIC Consolidated demonstrates a high level of maturity, with **86%** of assessed clauses rated *Established or Leading*, reflecting robust governance systems, defined accountabilities, and embedded ethical and sustainability practices.”

ORKA Advisory - ISO 26000 Gap Analysis Report



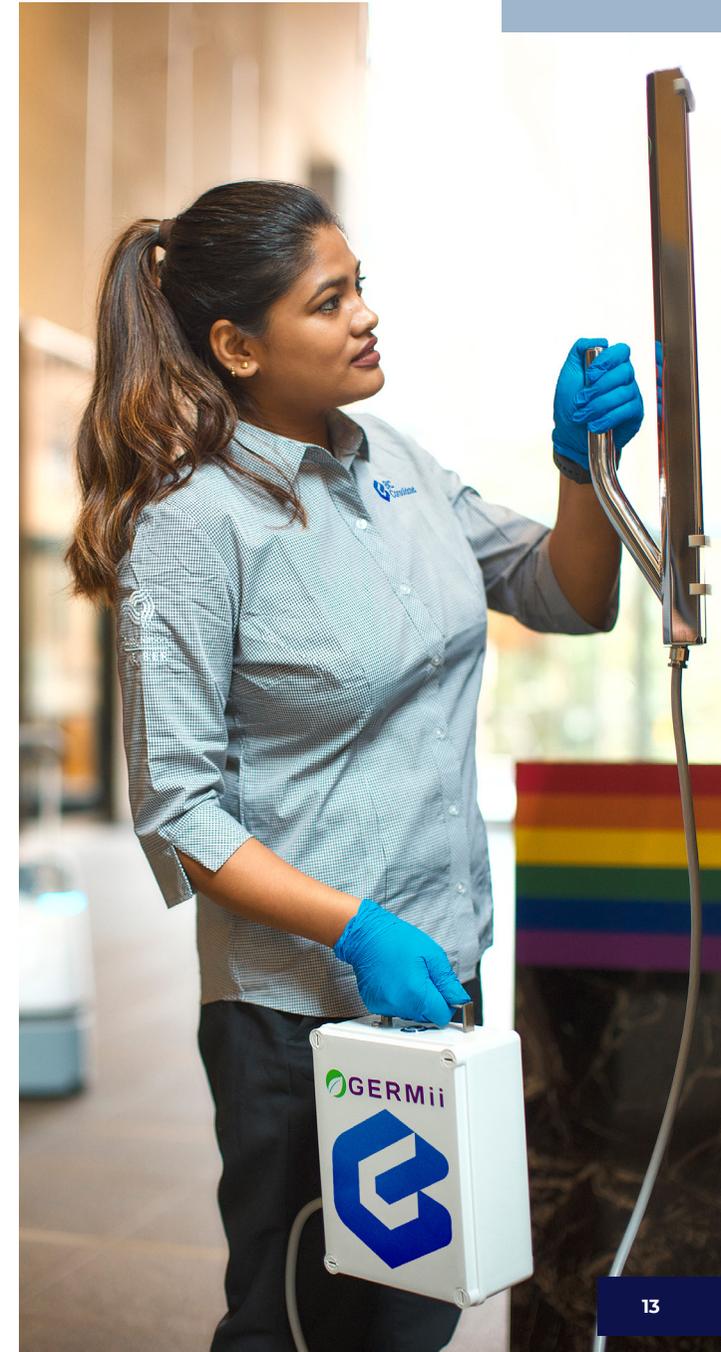
# Next Steps and Other Relevant Information

We will continue strengthening our due diligence and remediation, transparency and stakeholder engagement. Immediate priorities include:

- Embed the Human Rights Action Plan across business units (early 2026), focusing on salient risks (e.g., wage underpayment in outsourced cleaning, unsafe working conditions, chemical exposure, modern slavery risks in subcontracting).
- Broaden supply-chain visibility beyond Tier 1 using specialist tools and targeted audits across high-risk categories and geographies.
- Enhance worker voice and grievance access, including culturally appropriate and anonymous channels, and report remediation outcomes.
- Publish expanded effectiveness metrics and targets; increase external assurance over disclosures as maturity grows.
- Maintain EcoVadis program and implement ISO 26000 roadmap actions in H1 2026.

Related BIC Consolidated policies:

- Code of Conduct
- Employee Cultural Framework
- Human Rights Policy
- Supplier Policy
- Supplier Management Guidelines
- Privacy Policy
- Procurement & Expense Management Policy
- Grievance and Remediation Policy
- Whistleblower Policy, and
- ESG Committee Charter



# Glossary

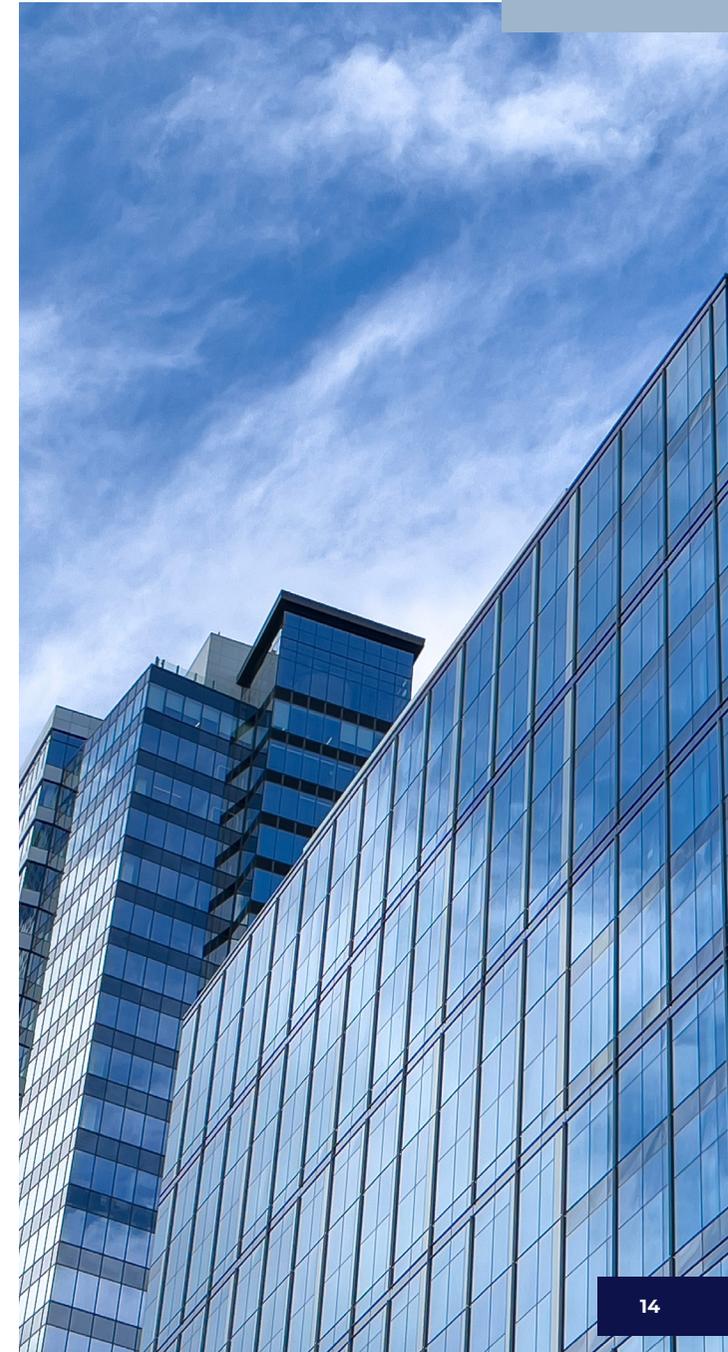
Key terms used in this Statement include: UNGC (United Nations Global Compact); UNGPs (United Nations Guiding Principles on Business & Human Rights); CAF (Cleaning Accountability Framework); HRDD (Human Rights Due Diligence); CM3 (Contractor Management Platform).

# Contact



**Laurie Minto**  
General Manager – ESG

 1800 683 863  
 [sustainability@bicconsolidated.au](mailto:sustainability@bicconsolidated.au)



# Annexure: Approval, Signature and Mandatory Criteria Map

**Principal Governing Body Approval:** This modern slavery statement was approved by the principal governing body of BIC Services Pty Ltd trading as BIC Consolidated on 29/12/2025.

**Signature of Responsible Member:** This Modern Slavery Statement is signed by a responsible member (e.g., CEO/Director) of BIC Services Pty Ltd trading as BIC Consolidated:

**Name:** Tony Gorgovski

**Title:** Group CEO, BIC Consolidated



**Signature:**

**Date:** 29/12/2025

**Mandatory criteria (section 16, Modern Slavery Act 2018 (Cth)) – page references:**

- a. Identify the reporting entity – see ‘About this Statement’.
- b. Describe structure, operations and supply chains – see ‘Our Structure, Operations and Supply Chain’.
- c. Describe risks in operations and supply chains (incl. owned/controlled entities) – see ‘Understanding Risks...’.
- d. Describe actions to assess & address risks, incl. due diligence & remediation – see ‘Actions Taken...’.
- e. Describe how effectiveness is assessed – see ‘Assessing the Effectiveness...’.
- f. Describe consultation with owned/controlled entities (and for joint statements, with the entity giving the statement) – see ‘About this Statement’ and governance sections.
- g. Any other relevant information – see ‘Next Steps and Other Relevant Information’ and ‘Glossary’.

