

hireup

**Modern Slavery
Statement
2020**

Who we are as an organisation

Hireup is an Australian NDIS-registered provider of disability support services, operating through an online platform where people with disability can find, hire and manage support workers who fit their needs and share their interests. Over the last 12 months, over 10,000 clients and 11,000 disability support workers across Australia actively used Hireup's platform.

Hireup directly engages its support workers as casual employees, to provide one on one support services to people with disability. Hireup operates from a head office (HQ) based in Sydney, where around 230 operational, engineering and service personnel are based.

Hireup has consulted with various divisions within its business in undertaking Modern Slavery due diligence and preparing this Statement, including its Trust & Safety team, Legal, Risk, People & Culture, Technology, Finance, Communications and Marketing teams. Hireup does not form part of a larger corporate group of entities. Accordingly, Hireup has not consulted with other corporate entities in preparing this Statement.

In this Statement, Hireup refers to our operating entity, Hireup Pty Ltd and its parent company, Hireup Holdings Pty Ltd. Both entities are registered Australian companies and are covered by this Statement.

Our activities

Hireup engages with a number of supply chains in its operations, with key supply chains being:

- the provision of disability support services by Hireup's support workers;
- services for the maintenance and management of Hireup's HQ premises; and
- procurement of products and services including IT hardware for use by HQ personnel.

Our understanding of Modern Slavery risks for Hireup

Hireup acknowledges that this Statement describes the start of a journey in better understanding and managing the risks of Modern Slavery in our operations and supply chain.

Through supply chain mapping we have performed a risk assessment of our key suppliers with particular focus on the following key criteria:



geographic origin



pricing index



total annual spend

Overall, we do not consider our business operations create a significant risk of Modern Slavery. However, as a result of our assessment Hireup identified that Modern Slavery risks exist in the procurement of services like cleaning, rubbish removal and digital marketing, and the procurement of goods including IT hardware and software, and garments such as staff t-shirts.

How we are addressing Modern Slavery risks

Hireup acknowledges that maintaining close relationships with our suppliers is a critical part of addressing Modern Slavery risks. Following our supply chain mapping assessment, we updated our Procurement Policy to ensure that we conduct adequate levels of due diligence on all new and existing suppliers to understand how they actively manage Modern Slavery risks, including those providing products and services where we have identified a risk of Modern Slavery.

Additionally, we are continuing to raise awareness among Hireup's Board, Senior Leaders and HQ employees and rolling out specific training for those involved in the sourcing and procurement of goods and services.

Our governance structure and continuous improvement

To support the development and launch of Hireup's first Modern Slavery Statement, we have established a multi-layered governance structure with Board oversight to ensure our strategy aligns with the organisation's purpose and values.

We are committed to continuously improving our approach and performance through annually updating our Modern Slavery Risk Assessment and assessing the performance of our key suppliers, and to developing periodic assurance activities to provide ongoing feedback. Hireup's Board has a well-established Risk & Safety Committee that oversees key areas of risk within the business. Through this Committee, Hireup's Board will maintain oversight of Hireup's continuous improvement in responding to Modern Slavery risks.

Emerging risks and specific context of COVID-19

As Hireup's approach to identifying and managing Modern Slavery risks matures, we are committed to capturing emerging risks as they appear and documenting them through our current risk assessment process. By way of example, we have been and are continuing to review the impact of COVID-19 on our business and any elevated risk of Modern Slavery created by the pandemic.

Fortunately for Hireup, the COVID-19 pandemic has not, to date, significantly changed our Modern Slavery risk profile or impacted our capacity to assess and address Modern Slavery risks in our supply chain.

This Statement was approved by the Board of Hireup Holdings Pty Ltd on 16 February 2021.



Greg Couttas
Chair
Hireup Holdings Pty Ltd
16 February 2021