

Modern Slavery Statement

Introduction

Securitas Australia (PSGA Pty Ltd) is pleased to provide to the Australian Border Force its first Modern Slavery Statement (**MSS**) for filing on the *Online Register for Moderns Slavery Statements*.

This MSS relates to the reporting period from 1 January 2020 to 31 December 2020. The MSS addresses the mandatory criteria required by section 16 of the Modern Slavery Act 2018 (C'th) (**MS Act**).

The MSS sets out the company's approach to:

- Implementing its Modern Slavery Policy (**MS Policy**) within Securitas Australia and its group of companies and within its supply chain; and
- Identifying and acting on any modern slavery risks.

Securitas Australia is committed to the identification and eradication of modern slavery practices and related abuses within and throughout its business and supply chains. Securitas Australia acknowledges the risk of modern slavery practices occurring within both its own business and its supply chain.



Mandatory Reporting Criteria under the MS Act

The responses to the mandatory criteria set out in section 16(1)(a) to (g) MS Act are as follows:

a The reporting entity

The reporting entity is PSGA PTY LTD trading as Securitas Australia (ABN 92 67 106 191 039).

Its head office is in Preston, Melbourne, with offices nationally across Australia.

Securitas Australia was incorporated in 2003, and has established a reputation for reliability and customer service.

Securitas Australia provides security services and related services, such as onsite and mobile guarding, monitoring, cash in transit services and private investigations.

b The reporting entity's structure, operations and supply chains

Securitas Australia is wholly owned by Securitas Asia Holdings AB, a Swedish incorporated company. This entity operates in 57 other countries. This company is itself wholly owned by the ultimate parent company Securitas Sverige AB, a Swedish incorporated company, with its headquarters in Stockholm.

The three core guiding values of the global Securitas group of companies are integrity, vigilance and helpfulness.

Securitas Australia has a number of wholly owned Australian subsidiary companies. This MSS applies to and takes into account all subsidiary companies (**Securitas Group**). The Securitas Group provides security and related services to a range of industries, including specialist security services for aviation.

The majority of Securitas Australia's employees work as full time security guards. Securitas Australia does not engage any guards as independent contractors.

Securitas Group's supply chain provides for the procurement and purchase of:

- Various surveillance and monitoring equipment from Australia and overseas
- Company uniforms from Australia and overseas
- Vehicles from Australia and overseas



c The risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities Securitas Australia owns or controls

Securitas Group's Operations

Securitas Group has a low risk profile within its own operations, where employees are recruited and inducted through a fair and transparent recruitment process, with checks for Australian visa status with work rights, and ensuring compliance with employment and safety legislation from the time they commence employment.

Prior to the passage of the MS Act, Securitas Australia had already established a range of corporate policies to promote and uphold the highest standards of employee welfare and corporate governance.

Securitas Group's Supply Chain

Our Global Securitas Values and Ethics Code and Business Partner Code of Conduct was established in 2004. It provides the foundation for the conduct of business in relation to modern slavery and related ethical and legal risks.

This particular policy applies to all suppliers, sub-contractors and business partners, setting out requirements for the conduct of their own businesses, including the treatment of their respective workers and suppliers. The policy has a mechanism to report any non-compliance to Securitas Australia.

Securitas Australia has previously engaged the services of five third party labour hire agencies across Australia, to provide specialist skills to manage variations in its own labour requirements particularly in the construction industry.

Securitas Australia seeks to identify and prioritise its focus on medium and high risk suppliers by giving greater attention to smaller organisations, or organisations frequently used. Purchases made in Australia from large well-known suppliers with sophisticated modern slavery policies already in place are a lower priority.

These risk categories will provide a continuous means to assess and rate each supplier in the future.



d The actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes

Measures taken within the Securitas Group

Securitas Australia has implemented the following actions to minimise the risks of modern slavery in its business and supply chain:

- The introduction of its MS Policy;
- Induction for new and current employees on the operation of the MS Policy;
- Ongoing review of our labour practices, including:
 - engagement of contract labour only through ethical (and where applicable, registered) labour hire providers;
 - provision of direct, permanent employment wherever possible;
 - provision of a safe and non-discriminatory workplace;
 - ensuring that employees are lawfully able to work under the Migration Act 1958,
- Provision of the MS Policy to all current and new suppliers;
- Establishment of an internal team with legal, operational, human resources and procurement skills to ensure the MS Policy upheld ;

At the recruitment stage, Securitas Australia ensures each candidate for employment has a right to work in Australia and is engaged in accordance with the requirements of the *Fair Work Act 2009* and all applicable safety legislation.

Securitas Australia has a range of policies covering workplace conduct, equal employment opportunity, bullying, and a whistle-blower policy. These policies have been in place and reviewed for a number of years, and are outlined in our Values & Ethics Policy .

Securitas Australia's measures taken with suppliers

In order to identify modern slavery risks in its supply chain for medium to high risk suppliers, Securitas Australia requires information from its suppliers, sub-contractors and business partners on:

- general information about business operations;
- any external certification information;
- labour practices;
- Work Health and Safety Practices;
- supply chain;
- grievance & redress mechanisms;
- response to any allegations and incidents; and
- potential remedy.

Securitas Australia requires this information to ensure compliance with:



- Supplier Code of Conduct; and
- MS Policy.

e How the reporting entity assesses the effectiveness of these actions

Securitas Australia employment practices

Securitas Australia has implemented a suite of policies covering all aspects of the employment relationship, including equal employment opportunity, work health and safety, whistleblowing to ensure all employees are treated fairly and lawfully.

Securitas Australia does not recruit individual security personnel such as sub-contractors or sole traders. Security professional are engaged only as an employee, with a written contract setting out standard terms and conditions and paid in accordance with minimum pay rates.

Labour Hire Providers / Suppliers

Securitas Australia only engages labour hire firms licensed to operate in the relevant State and Territory under applicable labour hire licensing schemes.

In respect of any risks within the supply chain, Securitas Australia seeks to consult with any supplier as set out above in accordance with its long-established *Global Securitas Values and Ethics Code and Business Partner Code of Conduct*.

Securitas Australia is committed to consulting with a view to having suppliers comply with the MS Act, and being able and willing to satisfy Securitas Australia that any supplier does indeed comply.

However, if Securitas Australia cannot secure a supplier's co-operation, then Securitas Australia will review whether it can continue to do business with a non-compliant supplier.

f The process of consultation with any entities the reporting entity owns or controls

Based on the systems already in place within Securitas Australia, Securitas Australia has addressed any apparent or actual risk of modern slavery in its own business by applying the same standards across the Securitas Australia Group.

This relates to the application of the same human resources policies, and application of the same practices with regard to recruitment that apply to Securitas Australia itself.

As with suppliers, consultation is the key to engaging with any subsidiary companies within the Securitas Group.



g Other relevant information

Securitas Australia will continue to require any new supplier to complete our Business Partner Values and Ethics Code Acknowledgement and co-operate with any further vetting if deemed by Securitas Australia to be a medium to high risk business in respect of modern slavery practices.

Our Global values and Ethics Code places a strong emphasis on ethics, integrity and compliance and outlines the minimum standards that we require our business partners to comply with when doing business with us.

Securitas Australia will prioritise its activity on reducing modern slavery risks on those suppliers who appear to be at high risk of having modern slavery practices. The primary focus remains on consultation with suppliers to improve any shortcomings with regard to modern slavery risks.

Conclusion

The contents of this MSS have been approved by the Country Leadership Team of Securitas Australia.



Country President

DATE: 3 June 2021

Danny Berkovic, Director

On behalf of, and approved by, the Country Leadership Team, being the duly appointed delegate of principal governing body of Securitas Australia