



WORKFORCE
INTERNATIONAL GROUP

Modern Slavery Statement 2023

Workforce International Group Pty Ltd

ABN: 29 141 197 097

About the Reporting Entity

This Modern Slavery Statement (**Statement**) is issued by Workforce International Group Pty Ltd (ABN 29 141 197 097) (**Workforce**) and addresses the activities of Workforce and its controlled entities (**Workforce Group**) in accordance with the Australian Modern Slavery Act 2018 (Cth).

The registered office for Workforce Group is Level 1, 593-601 Botany Road, Rosebery NSW 2018.

It is anticipated that the Statement will be available on the Australian Government's Register for Modern Slavery Statements.

This joint Statement issued by Workforce Group covers the following entities:

Workforce Recruitment and Labour Services Pty Ltd (ABN 33 142 782 296), Workforce International (Office Services) Pty Ltd (ABN 14 104 458 675), Workforce Road Services Pty Ltd (ABN 36 136 999 374), Traffic Group Australia Pty Ltd (ABN 49 143 304 796), Workforce Road Services Qld Pty Ltd (ABN 30 644 543 279), Trafficca Road Services Pty Ltd (47 611 369 352), Trafficca Road Services (Vic) Pty Ltd (ABN 99 662 534 483).

Founded in 1991 by its CEO and owner, Workforce is a private, wholly Australian owned company operating via a network of branches and depots across Australia.

Workforce Group are primarily service based companies who share management staff and generally operate under the same policies, procedures, and systems to set and maintain a high benchmark of services.

Workforce Group employs over 4,000 workers across 35 depots and branches Australia-wide, spanning metropolitan and remote regions to support our clients in a variety of industries including: engineering and construction; roads infrastructure and maintenance; public and freight transport; waste and sanitisation management; mining and energy; and public land and street maintenance.

Our services include:

- Recruitment and Labour Hire;
- Temporary Traffic Management;
- Road Line Marking; and
- Training.

Our Supply Chain

Workforce seeks to centralise suppliers across our entities for products and services incurring major expenditure.

Prospective suppliers undergo a selection process and existing suppliers are assessed to review and monitor ongoing suitability.

Our supply chain can be split into two categories.

Products	Services
Vehicles and plant (including parts)	Fleet maintenance and hire
Traffic management devices	Software subscriptions
Personal protective equipment	Accommodation
Fuel	Human resources
Road marking product and materials (eg. paint, beads, rumble bars)	Professional services eg. legal, financial, marketing, auditors
ICT devices and software	ICT services
Office furniture, equipment and consumables	Cleaning and maintenance
Property purchased or leased	Property services

Assessing and Addressing Risk

In considering the risks that may cause, contribute or be directly linked to modern slavery, such as types of products and services, worker demographics, geographic locations and business models, Workforce has identified the following:

Directly engaging at risk workers – Compliance with labour hire laws and regulations

Workforce is licenced and authorised to provide labour hire services in compliance with various state licencing schemes.

The selection, onboarding and management of our workers is administered by documented systems and processes aligned with legislative and industrial relations requirements. Screening activities are conducted to ensure compliance with work rights requirements and all new employees are inducted to Workforce's policies, procedures and codes. Our workers are all paid under modern awards or agreements.

If the need arises to engage external labour supply contractors during times of unexpected demand, those workers are subject to Workforce's contractor evaluation, safety and induction checks.

Indirect link to Modern Slavery – Suppliers and their supply chains

Workforce's supply chain is coordinated by our National Asset and Procurement team who ensure efficient delivery of all functions in accordance with Workforce policies and procedures and appropriate legislation.

We recognise the potential risk for our suppliers' practices to have a flow on effect that may cause Workforce to inadvertently contribute to modern slavery.

In order to identify potential risks in our supply chain, Workforce conducts an evaluation of prospective suppliers prior to placing any order. This assessment takes into account:

- The risk profile of countries within the providers own supply chain;
- The business services rendered by suppliers;
- The presence of vulnerable demographic groups; and
- Whether the supplier has 3rd party certified systems or industry accreditation.

Workforce's commitment to the safety and welfare of our workers and anyone effected by our business undertakings is supported by a solid framework of existing policies and procedures which focus on:

- employee ethics and conduct;
- anti-bribery and corruption;
- equal employment opportunity;
- industrial relations;
- workplace behaviour;
- grievance handling; and
- purchasing standards.

Review of Actions and Continuing Improvement

Workforce acknowledges that ongoing analysis, review and improvements are necessary to further develop our methods to manage the risk of modern slavery in our supply chain.

Our online incident reporting system is continuously monitored and all reports reviewed and addressed with actions. There were no reports lodged in this period that relate to issues of modern slavery.

In this reporting period, to further develop our existing commitment we:

- introduced new policy and procedures to focus on building respect at work and to manage risks to workers' mental health and wellbeing in the workplace.
- expanded our supplier evaluation and selection criteria to collect information about the modern slavery policies & procedures of our suppliers.

In 2024 we will be implementing a new HR and Payroll system for our office staff. Utilising this system, we will create a cloud-based learning module to expand the knowledge base of our managers and operations staff in identifying the signs of modern slavery and reporting suspicions of modern slavery practices in the organisation or supply chain.

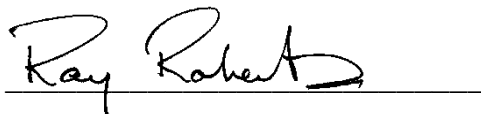
We will also continue to promote awareness within temporary labour groups of the risks and ways to report issues.

Consultation with Entities and Endorsement

This Statement for the reporting period ending 30 June 2023, is a joint statement by Workforce International Group Pty Ltd on behalf of its related entities and their sole director Raymond John Roberts.

Senior management from each Workforce Group entity is aware of the Statement and has access to it via our intranet.

This Statement was approved by Workforce International Group Pty Ltd Chief Executive Officer and sole director on 22 / 12 / 2023.



Ray Roberts
Chief Executive Officer

Workforce International Group Pty Ltd