



Modern Slavery **STATEMENT**



Keeping people and property safe

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Opening Message from Perry

As owner of the Trident Group of companies, I am proud to steward our business and lead a group that truly values people. Keeping people and property safe is at the heart of everything we do and it is with this focus front of mind that we recognise that how we go about our business matters.

At Trident, we recognise the potential impacts that larger businesses can have on social issues such as Modern Slavery and we strongly believe we have a responsibility to protect the human rights of our people, those in our supply chain, as well as supporting the wider community. These beliefs, coupled with our company values of ‘Teamwork’ ‘Sustainability’ and ‘Authenticity’, have supported our approach in compiling our first annual Modern Slavery Statement for the period ending 30 June 2024. Our Modern Slavery Statement, consistent with the Modern Slavery Act (2018), gives us an opportunity to detail our achievements so far and focus on what our future goals will be.

The Trident Group strongly opposes any practices which violate human rights including all aspects of Modern Slavery. We believe that everyone has the right to work in a safe and supported environment where they feel valued and respected and have opportunities to learn and grow. As a large Australian employer operating nationally as a cleaning and security service provider, our industries in which we work have historically been recognised as being key-risk industries for Modern Slavery practices. With this awareness and understanding, we consider it our responsibility to lead by example to ensure our business model supports a best practice approach to meet with compliance across these areas; and where possible we proactively strive to excel in managing modern slavery risks through our care and commitment focus in supporting our most valued asset, our people.

For this first reporting year, our efforts have focused on establishing a Modern Slavery Framework to guide our actions in understanding, approaching and managing modern slavery risks which may present within our business, and this includes working with our partners and supply chains to grow meaningful business partnerships.

Our activities during this last 12 months have provided us with the opportunity to identify areas where we may need to focus more effort, as well as highlighting our commitment and achievements as we move through the next reporting phase where we will build on our goals for managing our Modern Slavery risks.

We are committed to conducting our business ethically and with integrity to prevent modern slavery risks. Trident is certified to ISO 9001 (quality), 14001 (environmental), and 45001 (occupational health and safety) management system standards which provides confidence in our business model to our people, our clients and partners in our service offerings. We are also proud to have proactively engaged with the Cleaning Accountability Framework (CAF) to achieve both CAF Contractor Prequalification and CAF 3 Star certification for one of our largest integrated sites in Queensland. CAF certification provides a credible framework to measure social compliance within the cleaning industry and highlights best business practice in our operations for supporting our people.

Perry Dollar



Acknowledgement of Country

We acknowledge the Traditional Owners of the lands throughout Australia on which we live, work, and play. We pay our respects to Elders past and present, and recognise their connection to land, waters, and culture.



Who are we

The Trident Group of companies (**Trident**) provide tailored services solutions for commercial, retail, aviation, and maritime facilities, as well as for major events, and public parklands.

With a focus on keeping people and property safe, we aim to enhance your customers' experience, champion your safety and security culture, and actively supporting your business in achieving best practice and compliance.

Currently employing around 2,500 people across 50+ sites throughout Australia, our team is proud to offer high-level security, general and specialist cleaning, maintenance, landscaping, customer service and asset management services supported by an industry leading technology platform delivering powerful data for real-time decision-making, reporting, and risk mitigation.

At Trident, we are inspired by our people and driven by strong family values. We value teamwork which drives outstanding customer results, growing sustainable business partnerships built on ethical principles, and being authentic through acting with integrity and building trust.

Trident is privately and proudly Australian owned since 1996, and fully ISO certified in Quality, Safety and Environment.

When you engage Trident, you are partnering with a business driven by excellence.

Keeping people and property safe

Teamwork

We continuously work to develop and support our people to drive outstanding results.

- Showing up and doing my best.
- Working together.
- Building trust with others.

Sustainability

We ethically grow sustainable partnerships.

- Doing the right thing for the environment and our business.
- Keeping yourself and others safe.

Authenticity

We act with integrity and value trust.

- Owning and being willing learn from mistakes and feedback.
- communicating honestly and openly while being aware and respectful of others.

We care for and support each other to succeed in a inclusive and respectful environment.



Our structure, operations and supply chain

The Trident Group is comprised of the following companies:

- Trident Services Australia Pty Ltd (TSA) – ABN 72 617 268 327
- Trident Services Security Pty Ltd (TSS) – ABN 69 621 513 880
- Trident Services Cleaning Pty Ltd (TSC) – ABN 34 621 513 728
- Trident Administrative Services Pty Ltd (TAS) – ABN 74 627 125 151
- Trident Security and Cleaning Services Pty Ltd (TSCS) – ABN 91 642 165 302

Our Structure

Service Areas	Operations			Business Support									
Groups	AVI	PKL	RTL	CS						FIN	ICT	OOD	
Business Units	AVI	PKL	TOC	RTL	CPA	HSEQ	PAY	PC	REC	TNG	FIN	ICT	APCS

Legend

Business Unit Code	Business Unit Name
APCS	Assets, Procurement & Contract Support
AVI	Aviation & Maritime Services
CPA	Communications & Public Affairs
CS	Corporate Services
FIN	Finance
HSEQ	Health Safety Environment & Quality
ICT	ICT (Information Communications & Technology) & Systems Governance
OOD	Office of the Director
PAY	Payroll
PC	People & Culture
PKL	Parkland & Events
REC	Recruitment
RTL	Retail & Commercial
TNG	Training
TOC	Trident Operations Centre

Our Supply Chain

Trident's supply chain includes contractors and suppliers who deliver a wide range of products and services that are needed in order for us to operate our day-to-day business, including but not limited to trade businesses, product and apparel suppliers, plant and equipment suppliers, utilities, professional services and technology suppliers.

Our direct suppliers are predominantly Australian based, which is considered as a low-risk area for modern slavery. Our supply chain is made up of one off purchase suppliers through to regular and preferred partnerships. We expect our supply chain partners to comply with our Contractor and Supplier Code of Conduct, Purchase Order Terms and Conditions and relevant policies.

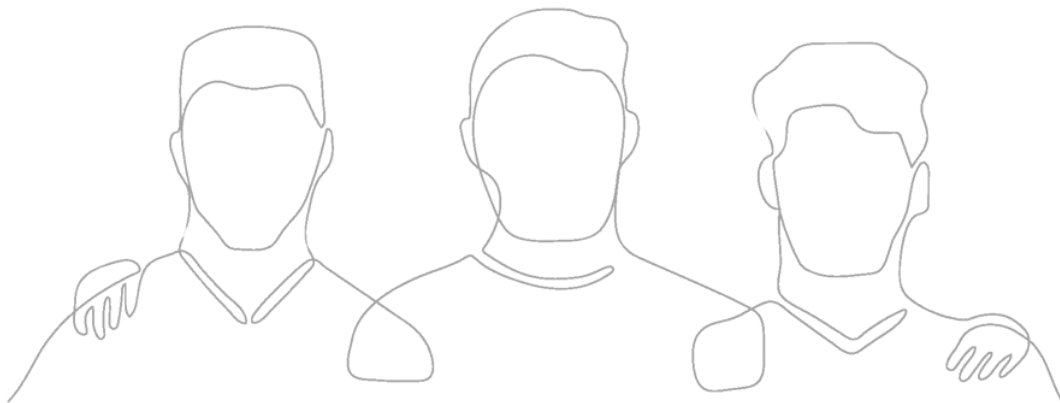
Our People

Trident is driven by a diverse, directly employed workforce. Through our 'Team Trident' philosophy, we lead, encourage, develop, treat fairly, and provide purpose for every team member.

Trident's executive team comprises of experts with decades of experience in managing complex operations and facilities including security, cleaning, maintenance, landscaping, and customer service. Our corporate experience stems from multiple organisations and agencies including government, defence, aviation, and industry leading asset owners and managers.

Our Culture

At Trident, our people are family. We care for and support each other to succeed in an inclusive and respectful environment. We value each and every team member and offer training to support excellence, whilst valuing collaboration, high-performance, and opportunity. We work hard to support personal growth, develop skills, and offer guidance to help individuals reach their goals. Trident cares about the safety and well-being of our people and offers programs and services to support them in their personal and professional lives. Keeping our people safe is a priority.



Our Services

At Trident, we tailor service solutions for government, commercial premises, retail precincts, airports, major events, and parklands, and offer clients access to Trident's industry-leading technology platform delivering powerful data for real-time decision-making, reporting, and risk mitigation.

Retail and Commercial

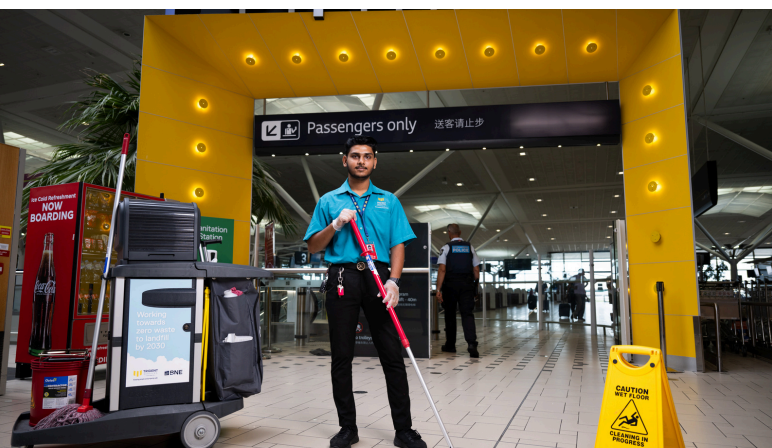
With a focus on keeping people and property safe, we provide tailored cleaning, security and integrated services including landscaping, maintenance and customer services to suit business needs

Aviation and Maritime

Trident partners with airports, airlines, and maritime ports to maintain and enhance transport security and protect people, essential services, and critical infrastructure. We are an industry expert in the provision of security and cleaning services.

Parklands and Events

Trident provides dedicated parklands teams equipped to provide specialist security services and cleaning services supporting clients across events and public infrastructure spaces.



Risks of Modern Slavery Practices – Our Objectives and Commitments

At Trident, we aim to identify, assess and manage modern slavery risks within our spheres of influence and activities. We are committed to achieving our modern slavery objectives and commitments which are listed below.

Objectives	Commitments
Increase Awareness of modern slavery risks, build capability and drive the consistent implementation of modern slavery management practices in our business.	To provide annual modern slavery awareness training to our team.
	Recruit and employ our people fairly with supportive checks and balances in place to manage operational risks.
Enhance our supplier due diligence processes to effectively identify and address modern slavery risks within our supply chain.	To continually improve our supplier due diligence processes and to assess areas for additional developments in future reporting periods.
Maintain an active view of our modern slavery risks, impacts and controls over our services, operations and suppliers.	To focus on due diligence activities across our operations to validate our understanding of our risks and controls and, where appropriate, provide recommendations and support for improvements.
	To assess the applicability of our current modern slavery due diligence process and controls for our contractor and supplier population.
Incorporate modern slavery considerations into our assurance plan.	We will establish a framework to assess the effectiveness of our actions to support continuous improvement each year.

Our approach to managing Modern Slavery risks

Managing modern slavery risks in our operations

Our approach to managing modern slavery risks in our operations is steered by our robust governance structure, zero-tolerance position regarding modern slavery within our operations, and our dedicated policy commitments.

At Trident, we apply a strong focus on compliance with Australian employment laws and social and ethical decision making in our employment practices. We take pride in offering our people employment agreements which clearly communicate employees' working rights and the terms of their employment, including working hours, remuneration, and notice periods.

As part of our onboarding process, we ensure our people are equipped with information on workplace rights including FairWork statements and Factsheets. We also confirm appropriate visa status for all our employees. We ensure that we comply with Australia's workplace relations laws and confirm working entitlements in line with Australian legislation, which is managed and monitored by our People and Culture Team. Our Health, Safety and Environment (HSE) Team, along with our HSE Champions, also carefully manage health and safety risks.

Managing modern slavery risks in our supply chain

Our approach to supplier due diligence is risk-based. By prioritising our efforts with our supply chain we consider the relationship between our actions and potential impacts, which helps us to determine whether our actions might cause, contribute to, or be directly linked to modern slavery practices within our supply chain.

For our reporting period, our risk assessment has identified our supply chain risks ranging from low to high risk. Furthermore, we have identified that Trident does not have a full visibility over some sections of our supply chain. Whilst much of our Supply Chain includes direct suppliers who are Australian based, generally considered low risk, for certain product suppliers who source products from overseas, we do not yet have complete information on where and how some products are made.

Contractor and Supplier screening

During our first reporting period, Trident has strengthened our modern slavery screening into our supplier onboarding process for both new and existing contractors and suppliers. As part of contractual obligations, Suppliers and Contractors provide information (as required) so that Trident can gauge the supplier’s and contractor’s ongoing commitment to addressing modern slavery risks within their own business models. Through this process, the inherent modern slavery risk for suppliers is assessed using Trident’s Contractor & Supplier Risk Tool. Trident reviews the responses received from suppliers as part of this process and follows up with suppliers where additional information is required or where a red flag for further enquiry is identified. As part of our best business practice approach, alternative suppliers will be considered if a supplier’s inherent risk is too high for Trident to consider appropriate.

Integrated Management System

Trident conducts business under an integrated management system (IMS) certified to ISO 9001 (quality), 14001 (environmental), and 45001 (occupational health and safety) management system standards.

This diagram demonstrates the framework governing the structure of Trident’s IMS.



Policies

Trident procures goods and services in accordance with our corporate policies, processes and frameworks. These policies and processes are applicable to all employees involved in purchasing goods and engaging services on behalf of Trident. They set out how we plan, source and manage our supply agreements and supplier relationships throughout the procurement lifecycle.

Some of our key policies include (but are not limited to):

Modern Slavery: which sets our commitment to managing the risk of modern slavery practices in our operations and supply chains

Risk Management: which adopts a risk-based approach to our operational and supply chain risk management planning, key decision making and observance of compliance obligations.

Ethical Behaviour: which explains Trident's commitment to promoting and maintaining good corporate governance and a culture that is lawful, ethical and responsible.

Code of Conduct: which outlines the principles of expected behaviour and conduct of our people. The Code is aligned with legal, professional, social and ethical expectations, and the values of Trident. These expectations extend to the principles that underpin a legal and ethical rejection of modern slavery.

Supplier Code of Conduct: which outlines our expectation that our suppliers will act in a manner that is consistent with the principles for socially responsible, sustainable and ethical business practices and that these principles are adopted throughout their supply chains.

Whistleblower: which supports our people to observe high standards of good governance and ethical behaviour, as well as feel supported to safely disclose matters which may be inconsistent with modern slavery laws.

Our approach to assessing the effectiveness of our program

During this initial reporting period, we acknowledge we are in the early stages of our journey to understand and address Modern Slavery risks for our business. We recognise that our review and assessment of our actions to identify and address our modern slavery risks in our operations and across our supply chain will be an ongoing and evolving process that we are committed to continue to build upon. Our approach has been to plan and action annual goals in the reporting period, allowing us to look back and assess the effectiveness of such actions to inform our path forward.

We have undertaken several coordinated actions to mitigate the potential risks of modern slavery in this reporting period including:

- Identifying our policies and processes that needed updating to be inclusive of modern slavery risks in our operations and supply chains, which has included adding Modern Slavery awareness and training for our people,
- engaging with contractors and suppliers to collect modern slavery data from our supply chain, and
- strengthening our governance processes and position.

We have also incorporated Modern Slavery considerations into our Assurance Plan which helps our business to understand and evidence how we comply with legislative and regulatory obligation, industry codes and guidelines, registration and licencing requirements, and our policies and procedures. Our Assurance Plan is overseen by the Health, Safety, Environment and Quality team and Management Oversight Committee which is reviewed ongoing to drive continuous improvement.

Our actions taken have allowed us to build priorities for the next financial year.

Looking ahead

As part of our strategy to continually build our approach, we have identified priority actions to better understand the modern slavery risks and impacts within our business, and to improve the effectiveness of commitments. We will report on our progress in our next Modern Slavery Statement. These actions include:

- Providing further Modern Slavery Awareness training for our people.
- Continuing to build relationships with our partners in business (contractors and suppliers) by implementing Modern Slavery Supplier audits to complement our assurance plan to validate the initial assessments of modern slavery risk. We aim to do this by gaining a deeper understanding of supplier's risk profiles and mitigation measures.
- Continuously review and seek to improve our policies and processes to support our operations, our people and our partners in business; and
- As a supplier for many of our clients and business partners, Trident will continue to maintain our commitments to addressing Modern Slavery risks and actively comply with Modern Slavery requirements through continuing supporting our excellent customer relationships.



Consultation and approval

This Modern Slavery Statement is made on behalf of the Trident Group and outlines our approach to understand and treat Modern Slavery Risks for our business. Under our company structure, our owner Perry Dollar has the authority to approve this statement on behalf on all listed Trident companies.

This statement has been prepared in consultation with leaders from across Trident. Prior to submission for final review and approval, this statement has been endorsed by the Executive Leadership team. Trident's Modern Slavery Statement is approved by Mr Perry Dollar in his capacity as Owner/Sole Director and principal governing body of the Trident Group on 18 October 2024.

A handwritten signature in blue ink, consisting of a large, stylized 'P' followed by several loops and a trailing line.

Perry Dollar





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