



Modern Slavery Statement



Category 5 Labour Management (WA) Pty Ltd

Category 5 Labour Management (VSA) Pty Ltd

Year ended 30 June 2021

Reporting Entity

Category 5 Labour Management (WA) Pty Ltd (ACN 625 535 506) (**WA entity**) and Category 5 Labour Management (VSA) Pty Ltd ((ACN 624 305 228) (**VSA entity**) are privately owned Australian companies and are providers of recruitment and labour hire services in the resources, oil and gas, mining and industrial industries within Australia and New Zealand. The combined group (**Category 5**) has one head office where the managing director and finance manager are located, this is the registered office and its address is U 7/11 Guthrie Street, Osborne Park WA 6017.

Close consultation and collaboration exists between the WA entity and the VSA entity who share a common director and finance manager and generally operate under the same policies and procedures across the group. The WA entity has consulted with the VSA entity on the preparation of this modern slavery statement.

Category 5 was co-founded in 2009 in Port Hedland, by CEO and owner, Sam Sycamore. Sam Sycamore was born in Port Hedland, and with more than 15 years' experience gleaned in senior mining and resources, and Industrial management positions, Sam saw an opportunity to provide a more tailored solution for both clients and candidates.

It was this recognition, combined with a passion for the recruitment and labour hire industry that saw Category 5 born. From commencing initially as a partnership 10 years ago moving to a sole operator 6 years ago, Sam has recruited some of the best operators in the recruitment business, which has allowed Category 5 to expand their expertise and service offering throughout Western Australia, other states in Australia, and into New Zealand. Category 5 now has an office in Perth, Port Headland, Bunbury, Brisbane, Sydney, Melbourne and Auckland.

With a team of more than 63 dedicated professionals, Category 5 has been founded on the recognition and understanding of the gaps in the labour hire, recruitment, managed labour and safety management spaces, that only personalised service can provide.

The Category 5 team is dedicated to building a business that creates long-term, and sustainable opportunities for both their clients and their employees. Making a difference to people's lives – both from a client and employee perspective is the key value that underpins everything Category 5 stands for.

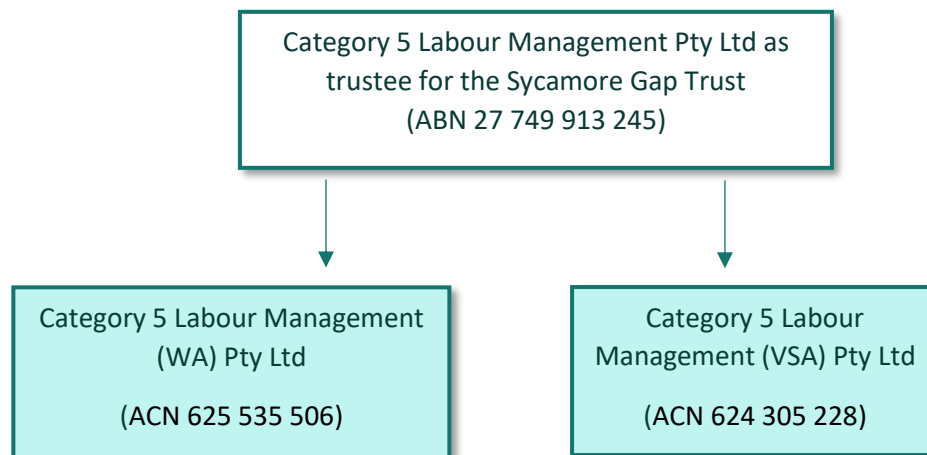
Category 5 acknowledges that modern slavery exists within Australia and across the world and seeks to minimise potential or actual modern slavery within its own operations and supply chain.

As a business with consolidated revenues exceeding \$127 million in the financial year ended 30 June 2021, Category 5 is obligated to prepare and submit this statement in accordance with the requirements of the *Modern Slavery Act 2018* (Cth). This financial year is the first year that Category 5 as a group has exceeded the threshold of a consolidated revenue of \$100 million dollars and this statement sets out the actions that Category 5 has and will take to mitigate the risks of modern slavery within its own operations, how its supply chain is analysed and managed, and Category 5's vision for continuous improvement in the management of modern slavery risks.

Structure, Operation and Supply Chains

Structure

The WA entity is a privately owned Australian company with 50 employees. The VSA entity is a privately owned Australian company with 13 employees. The WA entity and VSA entity share a common sole director, Sam Sycamore and finance manager, Joanne Fazioli.



Operations

Category 5's core activities are:

- recruitment services involving the identification and presentation of candidates to clients who will select and employ the successful applicants directly; and
- labour hire services where either:
 - Category 5 employs workers who are placed under the supervision and direction of host clients on the host client's site whether for temporary assignments, project work or more ongoing roles; or
 - Category 5 enters into a services agreement with a third party for the provision of labour by way of employees who are employed directly by the third party and who are then placed under the supervision and direction of Category 5's host clients on the host client's sites.

Category 5's clients span multiple industries including mining, resources, oil and gas, and industrial.

Supply Chains

Category 5's highest value suppliers provide the following produces and services:

- Liebherr who provide specialist plant and equipment to Category 5 such as excavators and loaders;
- Monitor Industries Pty Ltd (ACN 159 267 679) who provide elevated work platforms;
- Knightcorp who provide relevant Insurance policies'
- Hitachi Construction who provide specialised plant such as excavators and loaders; and
- Swietelsky Rail (Australia) Pty Ltd (ACN 148 837 165) who provide specialised rail plant.

Modern Slavery Risks

Operational risk

Category 5 has assessed that the risk of modern slavery within its operations is very low as:

- Category 5 employs its own employees directly or through Australian-based labour hire firms;
- The terms and conditions of about 30% of Category 5's employees are set out in the Cat 5 WA Enterprise Agreement 2020, which is a single enterprise agreement approved by the Fair Work Commission;
- Category 5 has implemented a modern slavery policy setting out Category 5's commitment to mitigating the risk of modern slavery in its operations and supply chain;
- Category 5 has best practice systems, policies and procedures for the recruitment and employment of workers with Category 5;
- Category 5 regularly audits its policies and procedures to ensure they are being followed. Any changes to processes and procedures are updated as necessary throughout the year.
- Category 5 provides safe working conditions for all employees and undertakes initial hazard assessment, site safety questionnaire completed by Category 5's job safety analysis which is performed on an annual basis;
- Category 5 maintains regular contact with its employees to ensure that their workplace is safe and provide an opportunity for their employees to raise any concerns or issues.

Supply chain risk

Category 5's supply chains are managed by the finance team who reviews suppliers credentials and approves each new supplier to the business.

Category 5's key suppliers, identified above are suppliers based in Australia with the exception of Liebherr which is based in Germany and Switzerland, and Hitachi Construction who are based in Japan.

Whilst it is not feasible to conduct thorough analysis of Category 5's entire supply chain, Category 5 is committed to identifying priority areas to target further investigation where warranted.

Analysis and Continuous Improvement

Category 5 will review its identification and management of modern slavery risks on a regular basis and identify any further action that should be taken to mitigate its modern slavery risks.

Category 5 plans to implement the following in the next reportable period to further evolve its management of modern slavery risks:

- Incorporating a clause in Category 5's supplier terms and conditions that all suppliers will be required to provide information on request from Category 5 on their operations and supply chain to allow Category 5 to comply with their obligations under the *Modern Slavery Act 2018* (Cth);
- Providing Category 5's suppliers with a copy of their modern slavery policy to communicate our expectations of them as a supplier;
- Incorporating specific clear expectations of suppliers into Category 5's modern slavery statement;
- Greater mapping and deeper understanding of Category 5's second and third tier supply chain particularly with respect to the PPE and equipment that Category 5 procures including the potential risk associated with the sector or industry, geographical area and particular products or services of each supplier;
- Review of Category 5's supply chain risk following greater mapping and engagement with suppliers to understand their modern slavery risks and actions further;
- Increased awareness and training within Category 5's key personnel on identifying and managing modern slavery risks; and
- Introduction of mechanisms for reporting of any allegations of modern slavery in Category 5's supply chain into Category 5's modern slavery statement.

Endorsement

The principal governing body of Category 5 Labour Management (WA) Pty Ltd and Category 5 Labour Management (VSA) Pty Ltd is the sole director, Samuel Sycamore. Samuel Sycamore has the title, Managing Director.

This statement has been approved by the principal governing body, Samuel Sycamore, on 24 December 2021.

Signed



Samuel Sycamore
Managing Director