



Jani-King Modern Slavery Statement

Executive Summary

Jani-King Australia was founded in 1993 and is part of the world's largest commercial cleaning franchise business, who pride itself on delivering superior cleaning services to a multi-national market.

A leader in our industry, the Jani-King name is associated with a reputation for reliability, quality, customer care and success. Jani-King's growth over the years has resulted from the reliable delivery of its professional services through a management program that's been hailed by its clients as the best in the industry. An unwavering commitment to customer satisfaction has always been the foundation of Jani-King's success.

Our portfolio of clients is wide-ranging and we are the preferred supplier to leaders in the Offices, Education, Retail, Healthcare, Industrial, Childcare and Hospitality industries.

With master franchises located in New South Wales, Queensland, ACT, Victoria, Tasmania, South Australia, NT and Western Australia, we are a national service provider with the capacity to service clients wherever required.

In 2015, Jani-King determined that a stand-alone division servicing purely hospitality and hotel clients was appropriate, and Jani-King Australasia Hospitality (JKAH) was incorporated. Since incorporation JKAH has been purely servicing hospitality clients around the country.

In 2020, Jani-King further expanded the provision of specialty services to our clients to include a full range of facilities management services under the brand Jani-King Facilities Management (JKFM). Jani-King attributes its success to the idea that owner-operators deliver the very best service because they have a personal stake in the business. Our Franchisees and Contractors operate under a global brand that is synonymous with quality, professionalism and success. By providing our Franchisees and Contractors with the resources, mentoring and support to succeed, they have everything it takes to build a successful cleaning business.

Jani-King prides itself on providing relevant training to all franchisees, their workers, contractors and internal employees on company safety procedures and policies through a bespoke online training system.

JKFM Services



CLEANING SERVICES



PLUMBING SERVICES



GROUND MAINTENANCE



MANAGED HYGIENE SERVICE



PEST CONTROL SERVICES



HYDRAULICS PLANT & EQUIPMENT



FIRE SERVICES PROVIDER



HVAC SERVICES



WASTE MANAGEMENT



GENERAL BUILDING MAINTENANCE



ROOF & GUTTERS



AUTO/ROLLER DOORS



HEIGHT SAFETY



SECURITY SERVICES



ELECTRICAL SERVICES

Our Locations



Centre Office/JKFM

ACN: 059 349 389
 ABN: 19 424 723 998
 Sky Level, 301 Coronation Drive,
 Milton, QLD, 4064
 Phone: 1300 364 694

Adelaide - Jani-King (SA) Pty Ltd

ACN: 070 416 796
 ABN: 48 022 493 800
 1 Avonmore Avenue, TRINITY GARDENS SA 5068
 Phone: 1300 364 694
 Email: jksa@janiking.com.au

Darwin - Jani-King (NT) Pty Ltd

ACN: 088 220 562
 ABN: 48 479 541 155
 Level 1, 32 Mitchell Street, DARWIN CITY NT 0800
 Phone: 1300 364 694
 Email: jknt@janiking.com.au

Brisbane – Jani-King Australia Pty Ltd

ACN: 059 349 389
 ABN: 19 424 723 998
 Suite 1, Level 1, 349 Coronation Drive,
 MILTON QLD 4064
 Phone: 1300 364 694
 Email: jkqld@janiking.com.au

Canberra – Jani-King (ACT) Pty Ltd

ACN: 158 503 489
 ABN: 56 623 044 970
 Level 5, 15 Moore Street, CANBERRA ACT 2601
 Phone: 1300 364 694
 Email: jkact@janiking.com.au

Hobart - Jani-King (TAS) Pty Ltd

ACN: 108 274 942
 ABN: 48 022 493 800
 ABN: 79 378 949 020
 Level 3/85 Macquarie Street, HOBART TAS 7000
 Phone: 03 6270 2270
 Email: jktas@janiking.com.au

Melbourne - Jani-King (VIC) Pty Ltd

ACN: 079 112 593
 ABN: 86 117 945 580
 13 Business Park Drive, NOTTING HILL VIC 3168
 Phone: 03 9265 2200
 Email: jkvic@janiking.com.au

Sydney - Jani-King (NSW) Pty Ltd

ACN: 070 416 812
 ABN: 81 866 525 035
 1.03/58 Norwest Boulevard, NORWEST NSW 2153
 Phone: 1300 364 694
 Email: jknsw@janiking.com.au

Perth - Jani-King (WA) Pty Ltd

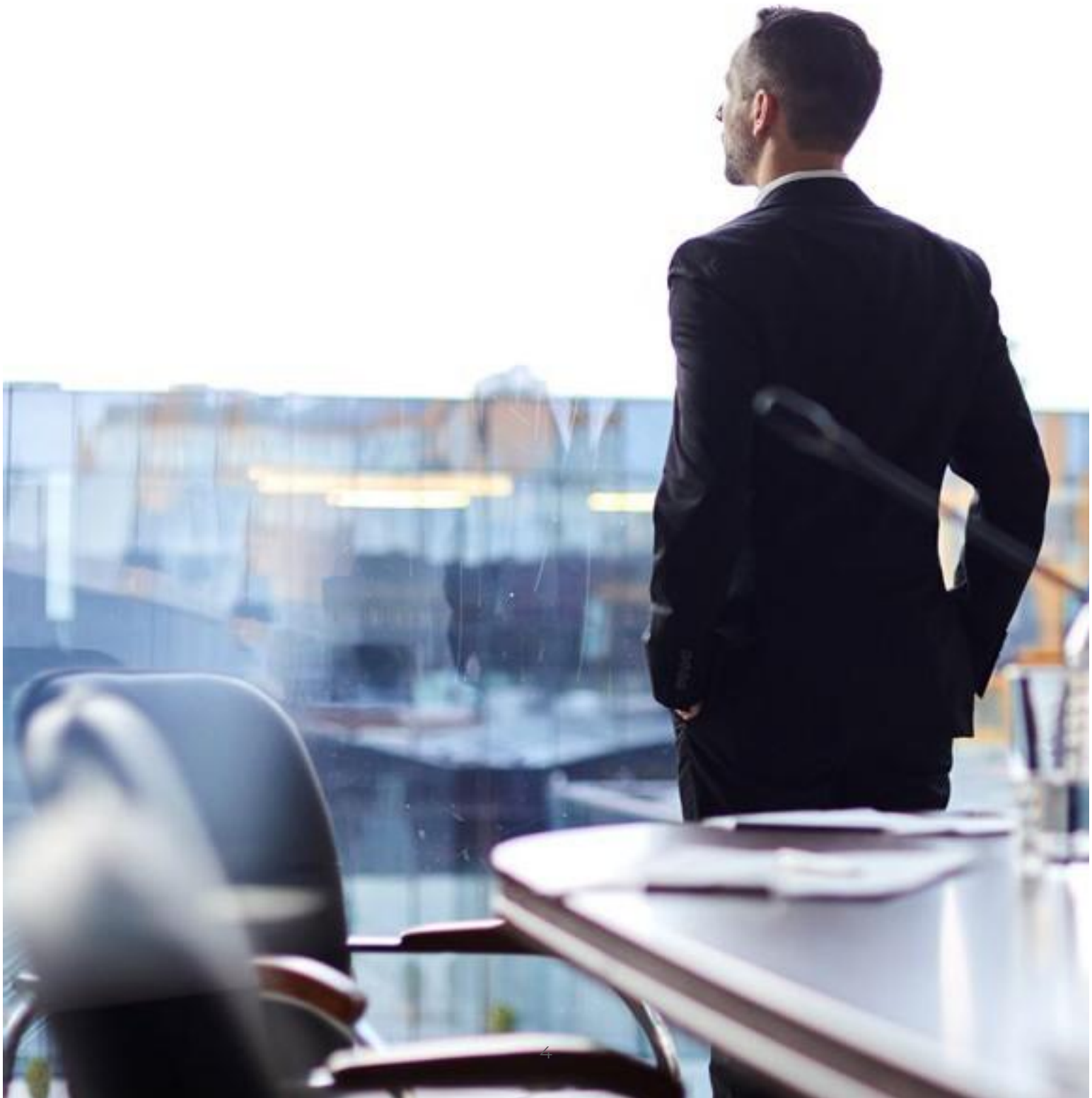
ACN: 070 416 750
 ABN: 38 912 581 242
 Level 7/3 Hasler Road, OSBORNE PARK WA 6100
 Phone: 1300 364 694
 Email: jkwa@janiking.com.au

Jani-King Australasia Hospitality Pty Ltd

ACN: 605 774 892
 ABN: 86 749 822 725
 Sky Level, 301 Coronation Drive, Milton, QLD, 4064
 Phone: 1300 364 694

Our Vision

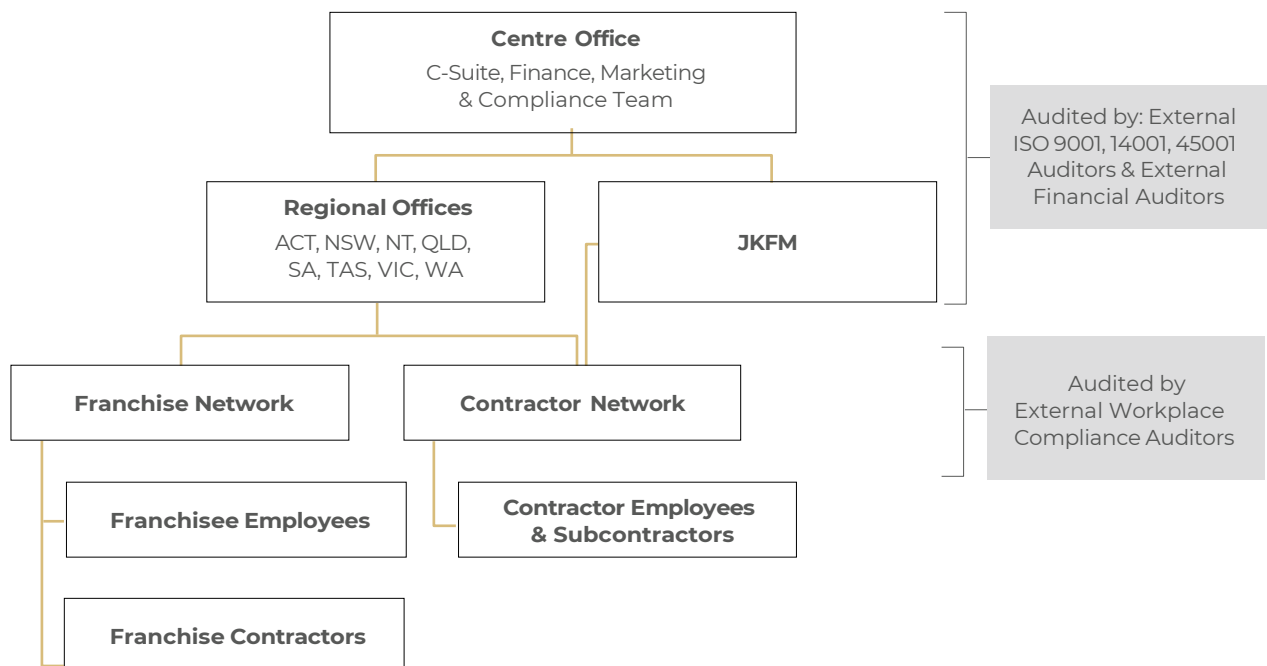
To be the Australian leader in the provision of commercial cleaning and Facilities Management services, recognised for our professionalism and quality of training.



Company Values



Jani-King Structure



Our Human Rights Commitment

Our Commitment

We are committed to ensuring that our products and services are sourced ethically and responsibly. We do this by working with suppliers and service providers to continuously improve social and environmental practices within our entire supply chain and business. We endeavor to identify and address modern slavery risks in our business and supply chain and continue to take steps to raise awareness of modern slavery risks throughout our network.

Jani-King's Code of Conduct outlines standards of business integrity, fundamental human rights, as well as health, safety, environment and quality standards each member within the Jani-King network agrees to meet.

By living our values and operating sustainably, we will continue to “build the best”, working closely with our service providers, suppliers and business partners to achieve long term, sustainable supply chains that deliver benefits to all stakeholders involved in the supply of Jani-King services to our customers.

We require all of our suppliers and service providers to adhere to this human rights commitment.

Ethical Sourcing & Workplace Compliance Program

Jani-King has introduced an ethical sourcing and workplace compliance program that provides a framework for us to assess working conditions to ensure they meet or exceed minimum local standards. It also acts as a model process for our franchisees, contractors and suppliers or service providers who may be undertaking the establishment of their own Ethical Sourcing Program, to assist in compliance with our trading terms and requirements.

Our Ethical Sourcing & Workplace Compliance Program outlines a minimum set of standards, assessment and monitoring processes that are aligned with Jani-King's and other globally accepted good practice standards.

Our expectation is that all Franchisees, contractors, service providers and suppliers (including their own suppliers, agents, factories or subcontractors) who supply products or services, or are a part of the Jani-King system adhere to the Ethical Sourcing & Workplace Compliance Program that is relevant to their business and supply chain and is aligned with our minimum standards. In this program, references to a 'Franchisee', 'contractor', 'supplier' or 'service provider' include any upstream suppliers, agents or subcontractors engaged by the entity trading with Jani-King. Jani-King expects each of its Franchisees, contractors, suppliers and service providers to ensure compliance with these requirements by each entity within its supply chain.

Each of our employees, franchisees and contractors are required to read and formally agree to comply with our Ethical Sourcing Code of Conduct and our Workplace Compliance Policy which outline our ethical sourcing and workplace compliance program.



Jani-King Supply Chain

Our supply chain can be broadly grouped into the following categories:

- Suppliers of professional services
- Franchisees and their workers
- Contractors providing cleaning and facility maintenance services
- Suppliers of goods for use on client premises
- Suppliers of goods used internally
- Indirect suppliers

We recognise that modern slavery risks can occur in both our Australian and overseas supply chains.

Risk Assessment

The Modern Slavery Act 2018 (Cth) (Act) defines modern slavery to include trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, the worst forms of child labour and deceptive recruiting for labour or services.

Jani-King Australia has a robust suite of resources, policies and procedures as well as a grievance policy to ensure we can identify and mitigate any potential risk of modern slavery before it occurs. These processes and our ongoing communication and training sessions with our worker groups have resulted in an assessment of the risk of modern slavery within our operations as low. Our risk assessment is outlined below:

Area of risk	Hazard/Risk	Control Measures/Opportunities
Debt Bonded Labour	• Payment of excessive recruitment fees • Retention of identification documents	OPERATIONAL • Recruitment primarily completed internally – ensuring no recruitment fees are payable by worker • Identification provided by potential employees or franchisees is protected from access by unauthorised persons, and subject to the Privacy Policy • Workers and Franchisees not required to lodge any form of financial deposit or their original identification papers • Workers and Franchisees free to leave their work arrangement after reasonable notice in line with Australian regulations and the Franchise Agreement • Subcontractor Engagement and Management Procedures • Ethical sourcing Code of Conduct • Jani-King Code of Conduct • Labour Hire License provided by all Franchisees where required by State Laws • All Jani-King offices have a Labour Hire License where required by State Laws • Employment Agreements in line with, and regularly reviewed Against, the FairWork Act SUPPLIER • Source Australian Made and Owned wherever possible • Using accredited suppliers (who have completed external audits – e.g. ISO or similar) • Contractor Agreements • Labour Hire License provided by all suppliers where required by State Laws
Forced Labour	• Restrictions of movement • Intimidation • Threats	OPERATIONAL • Obtain copy of ID, licences and qualifications of employees, franchisees or contractors before commencement of work • Labour Hire License provided by all Franchisees where required by State Laws • All Jani-King offices have Labour Hire License where required by State Laws • All employees, franchisees and their employees required to wear a security ID badge – this badge is only issued after a police check has been completed • Workers not required to lodge any form of financial deposit or their original identification papers • Workers free to leave their place of work and accommodation without restriction • Workers and Franchisees free to leave their work

Area of risk	Hazard/Risk	Control Measures/Opportunities
		arrangement after reasonable notice in line with Australian regulations and the Franchise Agreement · Ethical Sourcing Code of Conduct · Jani-King Code of Conduct · Employment Agreements in line with, and regularly reviewed against, the FairWork Act SUPPLIER · Using Australian Businesses · View all insurances, licences and qualifications of contractors before commencement of work · Contractor Agreements · Labour Hire License provided by all suppliers where required by State Laws
Child Labour	· Using underage workers to complete work	OPERATIONAL · Obtain copy of ID, licences and qualifications of employees before commencement of work · Young workers (aged 15 – 18) will be managed as per the 'Employing Young Workers Best Practice Guide' available from the Fair Work Ombudsman · Local law to be followed · Regular workplace compliance audits completed by external supplier on all Franchisees and Contractors · Ethical Sourcing Code of Conduct · Workplace Compliance Policy · Labour Hire License provided by all Franchisees where required by State Laws · All Jani-King offices have Labour Hire License where required by State Laws SUPPLIER · Using Australian Businesses · View all insurances, licences and qualifications before commencement of work · Contractor agreements · Labour Hire License provided by all suppliers where required by State Laws
Exploitation of migrant workers	· Migrant Workers desperate for work, so accept harsher conditions	OPERATIONAL · Employees undergo police checks before commencement · Vevo/right to work checks completed on any workers who are not Australian Citizens · Subcontractor Engagement and Management Procedures · Regular workplace compliance audits completed by external supplier on all Franchisees and Contractors · All workers required to wear a security ID badge – this badge is only issued after a police check has been completed · Ethical Sourcing Code of Conduct · Code of Conduct · Franchise Agreement · Labour Hire License provided by all Franchisees where required by State Laws · All Jani-King offices have Labour Hire License where required by State Laws SUPPLIER · Using Australian Businesses wherever possible · View all insurances, licences and qualifications of contractors before commencement of work · Australian qualified workers used · Contractor agreement

Area of risk	Hazard/Risk	Control Measures/Opportunities
Deceptive recruitment	Workers promised certain jobs, benefits or conditions	- Labour Hire License provided by all suppliers where required by State Laws OPERATIONAL - Job descriptions provided to, and signed by worker, before commencement of employment, - Internal recruitment to ensure business knows the promises that were made to workers - Contracts provided for workers to sign prior to commencing employment - Subcontractor Engagement and Management Procedures - Employee hotline available for all workers (including those employed by franchisees) - Ethical Sourcing Code of Conduct - Code of Conduct - Labour Hire License provided by all Franchisees where required by State Laws - All Jani-King offices have Labour Hire License where required by State Laws SUPPLIER - Using Australian Suppliers wherever possible - If labour hire is used, recruitment only undertaken with reputable recruitment agencies including labour hire licensed and RCSA Accreditation prior to a partnership being formed - Contractor agreements - Labour Hire License provided by all suppliers where required by State Laws
Underpayment of wages	- Workers not paid for hours worked - Workers paid less than minimum wage - Workers paid cash	OPERATIONAL - All wages are paid through bank transfer - Workers paid as per the award rates or above - Wages paid directly, on a regular basis & on time - Process in place for workers to discuss concerns with management if they believe they were underpaid - Accurate record keeping - Training provided to payroll team to ensure wages are paid correctly - Employee hotline available for all workers (including those employed by franchisees) - Regular workplace compliance audits completed by external supplier on all Franchisees, and as requested for Contractors - Strict sales quotation formulas to ensure at least minimum wage rates can be paid to workers by franchisees and contractors - Updates to award rates and employment standards communicated with entire franchise and contractor network on a regular basis - Regular training provided to our Franchisee network regarding employees and the appropriate awards - Induction training provided to all franchisee employees regarding their rights as an employee - Ethical Sourcing Code of Conduct - Franchise Agreement - Workplace Compliance Policy - Labour Hire License provided by all Franchisees where required by State Laws - All Jani-King offices have Labour Hire License where required by State Laws

Area of risk	Hazard/Risk	Control Measures/Opportunities
		SUPPLIERS - Only Approved Suppliers/Contractors used - Contractor agreements - Labour Hire License provided by all suppliers where required by State Laws
Unlawful withholding of wages	- Wages not paid in full - Wages not paid until specific business requirements met	OPERATIONAL - Process in place for internal workers and franchisee employees to discuss concerns with the wages received - Accurate record keeping - Employee hotline available for all workers (including those employed by franchisees) - Regular workplace compliance audits completed by external supplier on all Franchisees and Contractors - Ethical Sourcing Code of Conduct - Code of Conduct - Franchise Agreement - Workplace Compliance Policy - Labour Hire License provided by all Franchisees where required by State Laws - All Jani-King offices have Labour Hire License where required by State Laws SUPPLIERS - Business ABN checks and Creditor Watch monitoring of suppliers - Contractor Agreements - Choose Australian Suppliers wherever possible - Labour Hire License provided by all suppliers where required by State Laws
Excessive work hours	Workers forced to work excessive hours	OPERATIONAL - Training provided outlining maximum hours workers are legally allowed to work - Employee hotline available for all workers (including those employed by franchisees) - Compliance audits completed by external supplier - Workplace Compliance Policy - Fatigue Training - Labour Hire License provided by all Franchisees where required by State Laws - All Jani-King offices have Labour Hire License where required by State Laws SUPPLIERS - Subcontractor Agreement - Labour Hire License provided by all suppliers where required by State Laws
Freedom of movement	- Workers unable to leave accommodation - CCTV Monitoring - Imposed Curfews	OPERATIONAL - No permanent accommodation provided to workers - Workers have keys for any accommodation provided - Employee hotline available for all workers (including those employed by franchisees) - Ethical Sourcing Code of Conduct - CCTV monitoring is of offices only for safety concerns - All staff about to come and go as required SUPPLIERS - Only Approved Suppliers/Contractors used - Using Australian Businesses - Contractor agreements

Area of risk	Hazard/Risk	Control Measures/Opportunities
Inflated Loans to be paid back to employer	Workers charged interest when loaned money	OPERATIONAL - Loans are not offered to workers - Wages cannot be taken in advance of the work they complete

Assessing The Effectiveness Of Our Control Methods

We assess the control methods listed above on an annual basis as a minimum.

Our assessment methods include:

- External workplace compliance audit reports and trend analysis
- ISO audits (both internal and external)
- Management Review
- Financial Audits
- Supplier Reviews
- Feedback provided by workers, franchisees, franchisee workers and contractors

Consultation

We consult with our workers, franchisees, contractors, clients, suppliers and other stakeholders on a regular basis through:

- Supplier meetings, questionnaires and reviews
- Franchisee Business Support Catch Ups
- Franchisee & Contractor Workplace Compliance Audits
- Worker induction and training programs, ensuring all workers are properly inducted and advised all channels for feedback before they commence work
- Documented Employee Performance reviews
- Official feedback processes
- Grievance procedure
- Safety Refresher Meetings (Toolbox Talk style) to discuss issues within the workplace
- Regular client meetings
- Management meetings

This statement was approved by the principal governing body for Jani-King Australia Pty Ltd on 29th July 2025.



Ben Stoltz

CEO

Jani-King Australia