

Modern Slavery Statement

PERSOL Australia Holdings
December 2023



Criterion	Description	Reference Page
One	Identify the reporting entity	4
Two	Describe its structure, operations and supply chains	6
Three	Describe the risks of Modern Slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls	20
Four	Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes	24
Five	Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address Modern Slavery risks	28
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01 About this Statement

This joint modern slavery statement is prepared by PERSOL Australia Holdings Pty Ltd ACN 620 794 130 (Programmed), as principal governing body, in accordance with the Australian Modern Slavery Act 2018 (Cth) (the Act) on behalf of its subsidiaries, including the reporting entities listed in Appendix 1. This joint statement is for the financial year ending 31 December 2022 and also includes the reporting period to 31 March 2023, as Programmed has changed its financial year to end on 31 March.

Programmed is part of the larger PERSOL Group ultimately controlled by PERSOL Holdings Co., Ltd, listed on the Tokyo Stock Exchange. As a leading provider in staffing solutions, facility management, property services and health services we recognise the importance of proper employment, treatment, payment and respectful engagement of our workforce and throughout our entire supply chain.

This is our third Modern Slavery Statement prepared as our demonstrated response to the Act. This statement

aligns to the broader sustainability framework of the PERSOL Group and commitments associated with the protection of human rights as described in the PERSOL Human Rights Policy.

The PERSOL Australia Holdings Board met on 29th January 2024, to review and discuss our ongoing response to the requirements of the Modern Slavery Act. This statement was approved as an accurate summary of the action we have taken and as a symbol of our commitment to address this globally important issue.

02 Introduction



I am pleased to present Programmed's Modern Slavery Statement, in accordance with the Modern Slavery Act. At Programmed, we are deeply committed to upholding our responsibilities and making a positive impact in mitigating the risks of Modern Slavery within our operations and supply chains. Our commitment is rooted in our alignment with the values and vision established by our parent company, PERSOL Holdings Co. Ltd.

PERSOL Holdings Co. Ltd envisions a world of work where every individual not only works but also smiles, and this is encapsulated in their commitment to "Work and Smile." This vision seeks to create a future that enriches the lives of those we engage, the teams within which they work, and the broader community and society in which they live. "Work and Smile" represents our collective aspiration to ensure that work is not merely a means of earning a living, but a source of fulfillment, well-being, and happiness.

Within this vision, we find resonance with the efforts to combat Modern Slavery. Modern Slavery stands in stark contrast to the principles of "Work and Smile," as it robs individuals of their dignity, freedom, and the opportunity to lead fulfilling lives. Therefore, our commitment to eradicating Modern Slavery is not only driven by legal requirements and ethical considerations but also by our deep-seated belief that all individuals have the right to work and live with dignity and happiness.

Programmed operates in industries where the risk of Modern Slavery exists, including our staffing solutions, facility management, property services, and health services sectors. In this statement, we provide a comprehensive overview of the measures we have implemented to identify, prevent, and address Modern Slavery risks, guided by the

principles upheld by PERSOL Holdings Co. Ltd's group vision of "Work and Smile." These measures extend not only to our internal operations but also to our external vendor partners and suppliers. We take a proactive approach to raise awareness, establish robust policies, and engage with stakeholders to foster a culture of transparency and vigilance.

Our commitment to eradicating Modern Slavery is an essential component of creating a future that enriches lives, teams, and communities. We understand that it is a shared responsibility with our stakeholders, and we strive to work collaboratively with our employees, clients, suppliers, and communities to collectively address this global challenge, making our vision of "Work and Smile" a reality.

We invite you to explore this statement to gain insights into our efforts, progress, and our ongoing commitment to the fight against Modern Slavery, as we work together to create a future that truly enriches the lives of all.

Takayuki Yamazaki
PERSOL Asia Pacific CEO

03

***Our Structure,
Operations
and Supply
Chain***

3.1 About our Structure

Programmed is a leading provider of staffing solutions, facility management, maintenance and health services across all industry sectors including education, health, infrastructure, manufacturing, transport and mining in Australia and New Zealand.

Our organisation is rich in heritage and dates back to 1951 when Miles Paint Services was established and through a combination of organic growth and acquisition, in 1975 we became Programmed Maintenance Services. In 2015 we expanded our labour hire, industrial maintenance and health

services capability through the acquisition of the SKILLED Group. In 2017, Programmed Maintenance Services was acquired by the Japan listed PERSOL Holdings Group. Whilst the organisation has changed considerably throughout the years, we have long recognised that our people serve as the foundations of our culture and the quality of service we provide to our customers and community. This is reflected in our values of *Personal Safety Leadership, Care and Empathy, Diversity and Inclusion, Customer Service.*

We employ more than 30,000 people a year across a broad range of industries who support our ability to service more than 10,000 customers.





***Our people serve
as the foundations
of our culture
and the quality of
service we provide
to our customers
and community.***

A summary of our operational structure is highlighted in figure 3.1 below:

PERSOL Australia Holdings Pty Ltd

ACN 620 794 130

Autalent Solutions Pty Ltd

ACN 620 805 647

Programmed Maintenance Services Ltd

ACN 054 742 264



Figure 3.1. Programmed’s Organisational Structure

3.2 Summary of our Operations

3.2.1 Staffing



Programmed Skilled Workforce

Programmed Skilled Workforce is Australia and New Zealand’s largest supplier of managed skilled workforce services. This business unit provides employees on a temporary, contract and permanent basis across a range of industries such as transport and logistics, manufacturing, construction, rail, FMCG, trades and telecommunications.



Training Services

Programmed Skilled Workforce Registered Training Organisation (RTO) and Group Training Organisation (GTO) offers our current customers the capacity to customise training solutions from induction programs through to a Certificate III or IV level qualifications. The GTO provides a range of apprenticeship, traineeships and job placement services through a range of different industry segments. In addition, the Training Services arm also offers unique industry specific development pathways such as tailored traineeships to employment in the Community Sector, Defence Industry Pathway traineeships and National Energy Technician Training Scheme (NETTS) program for major oil and gas organisations.



Mining and Resources

As a leading supplier to mining, resources and oil and gas businesses throughout Australia, including remote areas. We have supplied resource workforces of over 500 personnel on an ongoing basis. The mining and resources division have extensive experience in supplying workforces and maintenance services of varying sizes across Australia’s resource sector. We currently supply across a broad scope of classifications to the mining industry including:

- Operators
- Trainees and Apprentices
- Trades
- Semi-skilled
- White collar professionals
- Technical roles

3.2 Summary of our Operations

3.2.1 Staffing



Industrial Maintenance Services

Programmed Industrial Maintenance provides specialist maintenance, shutdown and project services across light and heavy industries. Our maintenance solutions range from supplementary maintenance crews through to fully outsourced maintenance models. We provide a variety of services to customers in the mining and metals, FMCG, energy and utilities, manufacturing, ports, infrastructure and aeronautical sectors across Australia.

Our services in this arena include:

- Mechanical and electrical maintenance
- Workshop services
- Shutdown management and execution
- HVAC services
- Asset integrity programs and capital works projects
- Facility management and upgrades
- Scaffolding services
- Specialist recruitment



PERSOLKELLY

PERSOLKELLY is a sourcing and placement provider in STEM, Government, ICT, Veterans Employment and Training Services (VETS) and other Specialist Recruitment services such as Banking and Finance, Accounting, Health Care, Events and Promotions. PERSOLKELLY also specialise in the provision of professional contract and temporary placement services.



3.2 Summary of our Operations

3.2.2 Facility Management

The Facility Management division of Programmed is a front-line delivery partner providing 24/7 coverage and support to the public, private and not-for-profit sectors. Partnering with numerous customers across various industries, we deliver bespoke, end-to-end solutions that drive positive socioeconomic outcomes aligned to strategic objectives.

With customer-focused services designed to add value across the asset life cycle, from operations and maintenance to minor capital and project delivery, essential network delivery services, and core Architectural services through Programmed Building Services. We integrate a full range of facility management services to suit our customers growing needs.



3.2 Summary of our Operations

3.2.3 Property Services



Painting

From national scale projects involving multiple sites to one-off repaints, the Painting business unit leverages a combination of internal painting and specialist coating teams supplemented by our preferred vendor partners. Painting services extend to difficult to access projects involving abseiling, external industrial cleaning, interior and exterior painting as well as graffiti removal and heritage restoration works.



Electrical Technologies and Essential Services

The Electrical Technologies operations teams specialise in the design, implementation and maintenance of audio-visual, data and communications, electrical and lighting systems as well as providing optimisation services for clients to ensure systems are operating effectively and efficiently. Our Essential Services operations focus on providing preventative maintenance solutions to building services such as compliance audits, fire services, plumbing, HVAC and electrical compliance.



3.2 Summary of our Operations

3.2.3 Property Services



Grounds

Programmed Grounds specialise in the provision of grounds maintenance solutions to a range of diverse sectors including local government, parks and commercial enterprise, sports grounds, universities and schools and entail the provision of general grounds, garden, and turf management, water irrigation system design and installation, condition auditing and soil testing, and open space infrastructure management.



Corporate Imaging and Building Projects

From single identification signage to complete visual strategies, Programmed Corporate Imaging provide end to end signage projects from design to manufacturing, installation, auditing and condition monitoring. Signage services including specialist façade cladding, directional signage, retail fit outs and directional signage projects. Extending beyond corporate imaging projects, Programmed Building Projects provide a complete turnkey solution for fit out and refurbishment works from project scoping and design, make good, modernisation projects, commercial office fit outs, amenity upgrades and space conversions.



Graffiti Management

Enhancing community assets that require site remediation of unwanted graffiti across public spaces. Through careful removal of graffiti, original art pieces and public infrastructure can be restored with our experienced team.



3.2 Summary of our Operations

3.2.4 Health Professionals

Programmed Health Professionals division offer a range of health care-based services including the provision of disability support services through NDIS, aged care at home packages including respite and short-term restorative care programs, home nursing and veterans home care programs. The Programmed Health Professionals also specialise in the provision of temporary nursing placement services.





199

*Office locations across
Australia and New Zealand*

30k+

*Permanent and casual
employees working daily*

8,000

Pre-qualified contractors



3.4 Overview of our Supply Chain

Programmed's supply chain is centrally managed through our dedicated in-house Procurement function who source and support the onboarding of suppliers and service providers on behalf of our operational delivery teams. Programmed's supplier prequalification and onboarding process includes specific criteria for our vendor partners to disclose Modern Slavery risks and practices. In 2020, Programmed also adopted the Property

Council of Australia's Informed365 web platform to support Programmed's endeavours to progressively evaluate, track and monitor Modern Slavery risk across our goods and services providers. To that end 98.31% of our 2023 spend on goods and services was within Australia and New Zealand and to date we have received no reports of any Modern Slavery breach or violation across the Programmed supply chain.



To date we have received no reports of any Modern Slavery breach or violation across the Programmed supply chain.

Figure 3.4 below provides an insight into Programmed supply chain spend data and its associated risk



Very Low Risk			Low Risk			Medium Risk		
Country	% Spend	Vendors	Country	% Spend	Vendors	Country	% Spend	Vendors
Japan	0.03	4	Australia	98.19	8025	Malaysia	1.03	4
Germany	0.00	4	Singapore	0.35	27	United States	0.15	42
Netherlands	0.00	2	New Zealand	0.12	13	India	0.01	3
			Great Britain	0.12	27			
			Hong Kong	0.00	2			
			Canada	0.00	3			
			France	0.00	1			
			Latvia	0.00	2			

04

Our Modern Slavery Risks

Programmed defines Modern Slavery as per the definition within the Modern Slavery Act (Cth) 2018. Whilst Programmed have had no reports, grievances or knowingly undertaken any commercial transactions with suppliers who have been associated with Modern Slavery activities, debt bondage, servitude, forced labour, deceptive recruitment practices and child labour Programmed view this matter as a serious focus across our supply chain.

Although, equivalent Modern Slavery legislation does not yet exist in New Zealand, we anticipate this coming soon and have already commenced raising awareness across our New Zealand business through our Modern Slavery awareness training and in alignment with our values are already making progress evaluating and mitigating our Modern Slavery risks throughout our New Zealand supply chain as well.

4.1 The Risk of Modern Slavery in Our Operations

Programmed has undertaken a review of our internal documents to ensure that, where relevant, they consider and refer to Modern Slavery and the related Modern Slavery Act.

Additionally, Programmed uses its best endeavors to ensure that all parties it engages holds the appropriate licenses and comply with all regulations. As such, we consider that the risk of Modern Slavery occurring is low. As at the date of this statement, we have not discovered any cases of Modern Slavery across its supply chain, either

within its operations, suppliers or subcontractors. No form of Modern Slavery is knowingly used in Programmed’s business, by its directors, officers, employees, agents, representatives, contractors, or subcontractors. However, we are aware that identifying and addressing issues of Modern Slavery is an ongoing project as Modern Slavery can occur in every industry and sector with severe consequences for victims.

Table 4.1 below highlights the identified Modern Slavery risk by Programmed division and how these risks may be manifested.

Programmed	Potential Modern Slavery risks as an employer	How might these risks be manifested at Programmed
Facility Management	<ul style="list-style-type: none"> • Servitude • Debt bondage • Child labour • Deceptive recruitment practices • Forced labour 	<ul style="list-style-type: none"> • A failure to identify or apply standard and legal employment practices for our direct and casual pool of workers • A failure to identify potential breaches in employment conditions • Breach or exploitation of visa hours for temporary or permanent employees • A breach of Programmed’s Code of Conduct
Property Services		
Staffing and Health Professionals		

Table 4.1 Modern Slavery risks within Programmed

4.2 The risk of Modern Slavery within our Supply Chain

We remain steadfast in our commitment to reducing the risk of Modern Slavery in our supply chain. We understand that this commitment goes beyond compliance, and we are progressively refining our systems and processes to enhance our vendor partners and suppliers awareness of on Modern Slavery risk.

Through the course of 2023 we have increased the number of supplier evaluations we have performed through the Informed365 platform and whilst the Programmed group did not observe or receive any Modern Slavery reports or violations, we do recognise that more can and needs to be

done. As such we are committed to improving our vendor and supplier onboarding programs, as well introducing a Modern Slavery audit into our internal audit program as part of our 2024 improvement strategy.

By ensuring that all subcontractors and suppliers are made aware of Programmed’s policies and procedures during the onboarding process, Programmed can take comfort that we are contributing to the necessary steps to ensure our obligations under the Act are met and that the companies which are performing work for Programmed addressing Modern Slavery risks.



4.2 The risk of Modern Slavery within our Supply Chain

Table 4.2 below highlights the key Modern Slavery risks that may exist through the Programmed supply chain.

Programmed	Potential Modern Slavery risks through our procurement / supply chain	How might these risks be manifested through our procurement / supply chain
Facility Management Services	<ul style="list-style-type: none"> · Servitude · Debt bondage · Child labour · Deceptive recruitment practices · Forced labour 	<ul style="list-style-type: none"> · Soft services (cleaning and catering service providers) · Security Services · Traffic Management services · Procurement of uniform & personal protective equipment · Procurement of promotional items · Purchasing of food and related goods in our catering operations · Purchasing of office supplies · Purchase of industrial materials, equipment, and tooling · Engagement of improper / unlicensed external labour hire agencies · Grounds equipment supply · Procurement of painting consumables, tools, and paints · Supply of electrical componentry · Purchasing of office supplies
Property Services		
Staffing and Health Professionals		

Table 4.2 Potential Modern Slavery risks within Programmed's supply chain

05

***Addressing
and assessing
Modern
Slavery risk***

5.1 Governance and Policies

5.1.1 PERSOL Group Human Rights Policy

On December 20, 2022, the PERSOL Group published the PERSOL Group Human Rights Policy, and announced its commitment to promoting respect for human rights internally and externally (www.persol-group.co.jp/en/sustainability/social/humanrights/).

Programmed's approach to addressing and mitigating Modern Slavery is strongly aligned through our parent company (PERSOL Holdings Co., LTD) commitments to respecting human rights. Programmed is proud to have been consulted through the drafting of the PERSOL Group Human Rights Policy. The PERSOL Group Human Rights Policy applies to all Strategic Business Units across the Group including Programmed and the Policy cements commitment to the application of internationally recognised human rights initiatives and declarations:

- UN Guiding Principles on Business and Human Rights.
- The International Bill of Human Rights (“the Universal Declaration of Human Rights,” “the International Covenant on Civil and Political Rights,” and “the International Covenant on Economic, Social and Cultural Rights”).
- “The ILO Declaration on Fundamental Principles and Rights at Work” of the International Labour Organization (ILO).

The PERSOL Group Human Rights Policy supports PERSOL Group's vision of creating a future where anyone in the world can “Work and Smile”. Our aspiration is to enrich society by leveraging work as a pathway to a richer and more fulfilling life. Setting the foundations of such an aspiration is predicated by creating environments that:

- are free of discrimination,
- value equality, diversity and inclusion,
- ensures health, safety and wellbeing,
- ensures payment of wages and working hours are completed in accordance with applicable laws,
- prohibit the use of child labour or other forms of forced labour and human trafficking,
- respect freedom of expression, association and collective bargaining rights.

The application of PERSOL Group Human Rights policy is governed by the PERSOL Group Headquarters Management Committee through the Group's Sustainability and Risk Management Committee forums.

5.1 Governance and Policies

5.1.2 Programmed Code of Conduct

Programmed's Code of Conduct is reflective of our corporate values "**Personal Safety Leadership, Care and Empathy, Customer Service and Diversity and Inclusion**". These values define the ethical standards and behavioural expectations for our employees and our broader supply chain. The code serves as a collective ethical and moral compass for the company and provides a framework for employees to make ethical decisions and how to act in alignment to our values. The PERSOL APAC Board approves the Code of Conduct and employees and contractors are trained in the Code of Conduct as part their induction and onboarding programs.

5.1.3 Safe and Appropriate Conditions of Work

Health, Safety and Wellbeing

The health, safety and wellbeing of our employees, contractors and that of the broader community in which we operate is of the utmost importance. Our Group Health, Safety and Wellbeing Policy plays a vital role in addressing potential instances of Modern Slavery such as hazardous working conditions, excess long work hours and inadequate safety measures. Our Policy sets out our commitments to providing safe working environments, supported by safety management systems that are compliant with the relevant laws, regulations, and codes. Our health, safety and wellbeing systems and processes are integrated into our operational and supply chain workflows and are subject to both internal audit and external certification. These commitments and expectations are extended through our supply chain and are addressed through our Subcontractor Handbook and Programmed's Contractor Essentials Page.

Working Hours and Conditions of Work

As a large employer of casual and permanent workforces that also engage a large supply and contractor chain we recognise the importance of ensuring working hours and conditions of work, including wage compliance, is undertaken in compliance with the applicable local laws and conditions. This extends to having systems in place to monitor working hours, ensuring appropriate rest breaks and that employees are compensated in accordance with the relevant wage legislation and bargained agreements where they exist.



5.1 Governance and Policies

5.1.4 Whistleblower Policy

Programmed's Whistleblower Policy aims to encourage the reporting of conduct or behaviour that is inconsistent with our values, our policies and legislative requirements. The Whistleblower Policy provide an anonymous channel for all employees and associated stakeholders such as ex-employees, relatives of and subcontractors to report concerns of suspected or actual misconduct. Programmed utilise various communication channels to promote our Whistleblower Policy including such as induction training, toolbox talks and intranet communications.

5.1.5 Other relevant policies

In support of our vision of "Work and Smile" and the Programmed values, there are a range of other Policies and supporting procedures and systems that Programmed has in place to support ethical and compliant practice. These include the following:

- Bullying and Harassment Policy
- Diversity and Inclusion Policy
- Domestic Violence Guideline
- Equal Employment Opportunity (EEO) and Discrimination Policy
- Injury Management Policy
- Privacy Policy
- Procurement Policy
- Sustainability Policy
- Workplace Behaviours Policy



5.2 Actions taken and assessing the effectiveness of our Modern Slavery Commitments

During the last reporting period, Programmed have continued to take positive steps towards its goal of the eradication of Modern Slavery in its supply chain. An update on these commitments and additional actions we have taken over and above our FY2022 commitments are summarised below:

Committed actions in FY2022	Outcomes	Description of Outcome
Programmed will continue to review and update the subcontractor handbook used by Programmed’s numerous subcontractors to include Modern Slavery provisions and make reference to the requirements of the Act.	Achieved	<p>Programmed’s Subcontractor Handbook has been updated to incorporate our Modern Slavery commitments and providing clear expectations of our supply chain in relation to:</p> <ul style="list-style-type: none"> • The commitment to the eradication of Modern Slavery • Our risk assessment processes our suppliers and contractors are required to undergo • Encourage our suppliers and contractors to voice any Modern Slavery concerns through a 1300 number or directly with their Programmed representative.
Programmed will continue to review its list of vendors and roll out the questionnaires to any vendors which are considered to be high risk	Ongoing	Over 600 vendor questionnaires have been completed to date. This will be an ongoing action for Programmed as we continue to evaluate our high-risk vendors and risk assess new vendors.
Programmed will continue to roll-out its ERP platform (Dynamics 365) to complete re-onboarding of vendors across the business.	Achieved	Suppliers and contractors are centrally pre-qualified and onboarded through the Dynamics 365 platform.
Programmed will develop an auditing process to be rolled out in 2023 to any vendors which are deemed to be high risk.	In Progress	Whilst Programmed did not manage to achieve any third-party Modern Slavery audits on our identified high risk vendors we are committed to including these into our FY23/24 internal audit program.

5.2 Actions taken and assessing the effectiveness of our Modern Slavery Commitments

Additional Actions Taken in FY2022	Outcomes	Summary of Action Taken
PERSOL Group Human Rights Policy	Achieved	<p>In late December 2022, the PERSOL Group launched its Human Rights Policy across the PERSOL Group of Companies including Programmed. Programmed implemented this Policy across the Programmed business through a range of emails, intranet and internet and updated our induction training content in early 2023.</p> <p>https://www.persol-group.co.jp/en/sustainability/social/humanrights/</p>
Master Vendor Agreement	Achieved	<p>With the Unfair Contract Terms (UCT) reform legislation coming into effect in November 2023, Programmed revised our Master Vendor Agreement (MVA) and related terms of supply in line with the UCT changes as well reinforcing the commitments we expect of our vendors that neither they or any of their subcontractors or suppliers are involved in any form of Modern Slavery.</p>
Delegations of Authority	Achieved	<p>Our Delegations of Authority was updated to provide improved clarity on notification and escalation requirements for reporting Modern Slavery grievances and violations.</p>

5.3 Our Future Focus

Moving forward Programmed in collaboration with our parent company, PERSOL Group, will seek to continue to operate in accordance with our values and make further inroads in identifying and mitigating Modern Slavery risks throughout our organisation.

Committed actions in FY2024	Description of Action
Perform 2 yearly review of Programmed’s Subcontractor Handbook	Undertake 2 yearly review of the Programmed Subcontractor Handbook in line with the UN Guiding Principles on Business and Human Rights and Global Slavery Index and Commonwealth guidance material and re-publish.
Continue to leverage the Informed 365 platform to evaluate and track supplier risk	Build on the existing evaluations completed so far targeting higher risk suppliers.
Review Programmed’s vendor prequalification platform and refresh Programmed’s vendor inductions.	Review and refresh Programmed’s vendor prequalification criteria in line with current Commonwealth guidance and UN Guiding Principles. Complete a review of the Programmed vendor induction and refresh the current Modern Slavery and human rights content.
Update Programmed Contractor Essentials website	Continue to build on the resources available to our vendors that serve as both useful guidance and information but also defining content of Programmed’s requirements on Modern Slavery and human rights.
Include Modern Slavery audits into Programmed internal audit program	Include Modern Slavery audits into our internal audit program and seek to undertake at least one vendor Modern Slavery audit per quarter.

5.4 Consultation and Collaboration

PERSOL Australia Holdings is the reporting entity for this Modern Slavery Statement and consultation extended to all subsidiary Companies serving as an opportunity for the executive teams to review the organisation's Modern Slavery risks relative to its scope of operations and ensuring that these risks have been appropriately identified and managed.

Programmed's Health, Safety and Environment (inc. ESG) Executive committee is the primary forum where modern slavery is discussed which is attended by both executive representatives and Directors of the various Persol Australia Holdings entities.

Trading Entities

The following companies qualify as reporting entities for the purposes of the Australian Modern Slavery Act. The list represents current entities, but is not limited too or exhausted.

PERSOL Australia Holdings Pty Ltd
Autalent Solutions Pty Ltd

Subsidiaries - Australia

Programmed Maintenance Services Limited
Aegis Engineering Support Services (Aust) Pty Ltd
Allied Technologies Australia Pty Limited
ATIVO Services Pty Ltd
BTI Executive Search Pty Ltd (formerly Extra Group Pty Ltd)
Catalyst Recruitment Systems Pty Ltd
Clincare Pty Ltd
HVA Technical Services Pty Limited
Integrated Maintenance Services Pty Ltd
Kelly Services Australia Pty Ltd
Peopleco. Pty Ltd
Persolkelly Australia Pty Ltd (fka Programmed Professionals; Mosaic Recruitment Pty Ltd)
Pindan Asset Management Pty Ltd
Programmed Building Services Pty Ltd (formerly Your Force Pty Ltd)
Programmed Electrical Technologies Ltd (formerly KLM Group Ltd)
Programmed Essential Services Pty Ltd
Programmed Facility Management Pty. Ltd.
Programmed Health Professionals Pty Ltd (formerly Skilled Healthcare Pty Ltd)
Programmed Industrial Maintenance Mining Services Pty Ltd (formerly ATIVO Coal Services Pty Ltd)
Programmed Industrial Maintenance Pty Ltd (formerly ATIVO Pty Ltd)
Programmed Industrial Maintenance Services Pty Ltd (formerly Extraman (HR) Pty Ltd)
Programmed Integrated Workforce Limited
Programmed Property Services Pty Ltd
Programmed Skilled Workforce Pty Ltd
Programmed Turnpoint Pty Ltd
Skilled Group International Pty Limited
Skilled Healthcare Holdings Pty Ltd
Skilled Maritime Services Pty Ltd
Skilled Offshore Pty Ltd
Skilled Rail Services Pty Ltd
Skilled Workforce Solutions (NSW) Pty Ltd
T&C Services Pty Ltd
Tesa Mining (Aust) Pty Ltd
Tesa Mining (NSW) Pty Limited
Tesa Mining (U/G) Pty Limited
The Tesa Group Pty. Ltd.
Thomas & Coffey (QLD) Pty Limited
UMS Group Pty Ltd
Ultum Pty Ltd
UMS Advantage Pty Ltd
Urban Maintenance Systems Pty Ltd
Waycon Services (NSW) Pty Ltd
Waycon Services Pty Limited

