

Modern Slavery Statement 2021

Who we are as an organisation

Hireup is an Australian NDIS-registered provider of disability support services, operating through an online platform where people with disability can find, hire and manage support workers who fit their needs and share their interests. At the time of reporting, we had more than 20,000 clients and more than 15,000 disability support workers across Australia approved to use Hireup's platform.

Hireup support workers are engaged as casual employees, to provide one on one support services to people with disability. Hireup operates from a Support Office based in Sydney, where 270 operational, engineering and service personnel are based.

We submit this Statement on behalf of all operations of Hireup Holdings Pty Ltd (parent company) and Hireup Pty Ltd, both of which are reporting entities. The two companies operate in the same sector and share suppliers. Hireup policies and procedures are applicable to both. Hireup Holdings Pty Ltd and Hireup Pty Ltd created this Statement in collaboration with each other and are herein referred to as "**Hireup**".

Consultation

This Statement was developed through consultation between both entities and discussions on: the Modern Slavery Act, potential actions to mitigate against Modern Slavery risks, reporting requirements, and how to raise awareness of Modern Slavery internally and externally to Hireup.

The CEO and Executive Leadership Team of Hireup Pty Ltd and the Chair of Hireup Holdings Pty Ltd actively participated in the Statement's development and input was received from key business units including Trust & Safety, Legal, Risk, People & Culture, Technology, Finance, Communications and Marketing teams.

Combined oversight of the implementation of this Statement by the Hireup Pty Ltd Executive Leadership Team and the Hireup Holdings Board will ensure there is a consistent approach and commitment to its application across both companies.

Our activities

Hireup's key supply chains are:

- the provision of disability support services by Hireup's support workers;
- services for the maintenance and management of Hireup's Support Office premises; and
- procurement of products and services for use by Support Office personnel.

Our understanding of Modern Slavery risks for Hireup

This Statement describes our ongoing journey over the past 12 months in assessing and managing the potential risks of Modern Slavery in our operations. Such assessment included supply chain mapping, which considers geographic origins, pricing index and total annual spend in assessing risk of our key suppliers. In the period covered by this Statement we also introduced additional supplier assessment criteria in relation to how critical a supplier is to the ongoing operations of Hireup, and what impact Covid-19 has had on key suppliers.

Our belief that our business operations do not create a significant risk of Modern Slavery is unchanged. Despite this belief, we continue to monitor Modern Slavery risks in our procurement of goods and services with particular focus on those goods and services which are identified as carrying higher risks of Modern Slavery such as, cleaning and maintenance services, garments such as staff t-shirts, and IT hardware and software.

How we are addressing Modern Slavery risks

Hireup has progressed the implementation of our Modern Slavery framework across both entities and has assessed the processes put in place in the previous reporting period to address our Modern Slavery risks.

We have maintained close relationships with our existing suppliers and new suppliers have been assessed through our supply chain mapping processes. We have rolled out our updated Procurement Policy which provides a framework for sourcing strategies and purchasing processes to ensure that all goods and services acquired by Hireup are valid, fit for purpose, cost effective, and that they reflect our commitment to operate in a socially and ethically responsible manner. The policy also ensures adequate levels of due diligence are conducted on new and existing suppliers to allow us to identify and manage any Modern Slavery risks and to provide us with a better understanding of how our suppliers actively manage their own Modern Slavery risks.

We have created and implemented staff training which informs our staff about what Modern Slavery is, provides guidelines on the sourcing and procuring of goods and services and how our suppliers' Modern Slavery risks are identified and assessed. In addition to this, we have created a Modern Slavery Supplier Approval form, which links to our Modern Slavery Supplier Code of Conduct ("**Code**"). By signing the form, suppliers acknowledge the principles outlined in our Code and confirm their current compliance and agreement to continue to conduct themselves in compliance with our Code moving forward.

Our governance structure and continuous improvement

We have continued to utilise Hireup's management and governance structures to support the ongoing development of our Modern Slavery Statement.

Hireup's Modern Slavery Steering Committee has the responsibility for developing our overarching strategy, direction, management and coordination of our Modern Slavery projects and Modern Slavery Working Group.

The Risk & Safety Committee of the Hireup Board monitors and reviews key risk areas within the business and assists and advises the Board on decision making around Modern Slavery risks. The Committee also oversees Hireup's continuous improvement in responding to these risks.

Effectiveness

Building on Hireup's first Statement where we identified and assessed risks associated with existing supply chains and operations, we have continued to monitor the effectiveness of our actions to improve our response and strengthen Hireup against the risks of Modern Slavery.

Assessments to measure the effectiveness of these actions include:

- monitoring of suppliers reviewed in 2020-2021, including those where risks were identified in 2019-2020;
- monitoring of potential new suppliers who completed, signed and returned Hireup's Supplier Approval form;
- monitoring of existing suppliers who completed, signed and returned Hireup's Supplier Approval form;
- monitoring outcomes for actions taken on supplier risks;
- monitoring Modern Slavery complaints received and reported to the Risk and Safety Committee and the Board; and
- tracking the number of staff who completed Hireup's Modern Slavery training module.

In addition to the above mentioned procedures currently in place, Hireup is also in the process of exploring and developing an annual Quality Assurance Program ("**Program**") with the aim of providing reasonable assurance that Hireup complies with relevant standards and applicable legal and regulatory requirements. The Program scope will include critical functions and operations (including those related to mitigating Modern Slavery risks) and will be rolled out in stages across the organisation, based on a risk based approach.

Emerging risks

In 2021 we continued to review existing and new suppliers, using our updated risk assessment processes, which have enabled us to capture, document and manage identified risks, possible risks and emerging risks.

We are continuing to review the impact of the COVID-19 pandemic and to date there have not been any significant changes to our Modern Slavery risk profile or our capacity to assess and address Modern Slavery risks in our supply chain.

This Statement was endorsed by Hireup Pty Ltd on 16 November 2021.

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Jordan O'Reilly
Co-founder and CEO

This Statement was approved by the Board of Hireup Holdings Pty Ltd on 16 November 2021



Greg Couttas
Chair