



Modern Slavery Statement

2021

Workforce International Group Pty Ltd

ABN: 29 141 197 097

About the Reporting Entity

This Modern Slavery Statement (**Statement**) is issued by Workforce International Group Pty Ltd (ABN 29 141 197 097) (**Workforce**) and covers the activities of Workforce and its controlled entities (**Workforce Group**) in accordance with the Australian Modern Slavery Act 2018 (Cth).

It is anticipated that the Statement will be available on the Australian Government's Register for Modern Slavery Statements.

Founded in 1991 by its CEO and owner, Workforce is a private, wholly Australian owned company operating via a network of branches and depots across Australia.

Workforce Group are primarily service based companies who share management staff and generally operate under the same policies, procedures and systems to set and maintain a high benchmark of services.

Workforce Group employ over 4,000 workers spanning metropolitan and remote regions across Australia to support our clients in a variety of industries including: engineering and construction; roads infrastructure and maintenance; public and freight transport; waste and sanitation management; mining and energy; and public land and street maintenance.

Our services include:



Recruitment & Labour Hire



Temporary Traffic Management



Road Line Marking



Training

Our Supply Chain

Workforce seeks to centralise suppliers across our entities for products and services incurring major expenditure.

Prospective suppliers undergo a selection process and existing suppliers are assessed annually to review and monitor ongoing suitability.

Our supply chain can be split into two categories.

Products	Services
Vehicles and plant (including parts)	Fleet maintenance and hire
Traffic management devices	Software subscriptions
Personal protective equipment	Accommodation
Fuel	Human resources
Road marking product and materials (eg. paint, beads, rumble bars)	Professional services eg. legal, financial, marketing, auditors
ICT devices and software	ICT services
Office furniture, equipment and consumables	Cleaning and maintenance
Property purchased or leased	Property services

Assessing and Addressing Risk

In considering the risks that may cause, contribute or be directly linked to modern slavery, such as types of products and services, worker demographics, geographic locations and business models, Workforce has identified the following:

Directly engaging at risk workers – Compliance with labour hire laws and regulations

Workforce is licenced and authorised to provide labour hire services in compliance with various state licencing schemes.

The selection, onboarding and management of our workers is administered by documented systems and processes aligned with legislative and industrial relations requirements. Screening activities are conducted to ensure compliance with work rights requirements and all new employees are inducted to Workforce’s policies, procedures and codes. Our workers are all paid under modern awards or agreements.

If the need arises to engage external labour supply contractors during times of unexpected demand, those workers are subject to Workforce’s contractor evaluation, safety and induction checks.

Indirect link to Modern Slavery – Suppliers and their supply chains

Workforce's supply chain is coordinated by our National Asset and Procurement team who ensure efficient delivery of all functions in accordance with Workforce policies and procedures and appropriate legislation.

We recognise the potential risk for our suppliers' practices to have a flow on effect that may cause Workforce to inadvertently contribute to modern slavery.

In order to identify suppliers posing the potentially greatest risk to Workforce, we have conducted a preliminary supply chain assessment by taking into account:

- The risk profile of individual countries based on the Global Slavery Index;
- The business services rendered by suppliers;
- The presence of vulnerable demographic groups; and
- A news analysis and the insights of labour and human rights groups.

Workforce's commitment to the safety and welfare of our workers and anyone effected by our business undertakings, is supported by a solid framework of existing policies and procedures which focus on:

- employee ethics and conduct;
- anti-bribery and corruption;
- equal employment opportunity;
- industrial relations;
- workplace behaviour;
- grievance handling; and
- purchasing standards.

Review of Actions and Continuing Improvement

Workforce acknowledges that ongoing analysis, review and improvements are necessary to further develop our methods to manage the risk of modern slavery in our supply chain.

As a leader in our industry, Workforce is strongly committed to educating our staff in the responsibilities of carrying out due diligence when onboarding workers and suppliers.

In future reporting periods Workforce aims to further reduce our risk of contributing to modern slavery in the workplace by:

- expanding our supplier evaluation and selection criteria to include more detailed probing of our suppliers modern slavery policies & procedures.
- increasing awareness of modern slavery with key Workforce staff across our business.
- introducing a Modern Slavery Policy to clearly communicate Workforce's standpoint and expectations to our workers, suppliers, clients and other stakeholders.

Consultation with Entities and Endorsement

This Statement for the reporting period ending 30 June 2021, is a joint statement by Workforce International Group Pty Ltd on behalf of its related entities and their sole director Raymond John Roberts.

Senior management from each Workforce entity is aware of the Statement and has access to it via our intranet.

This Statement was approved by Workforce International Group Pty Ltd Chief Executive Officer and sole director on 16 /12 / 2021.



Ray Roberts
Chief Executive Officer