



THE ADECCO GROUP

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Modern Slavery Statement 2026

This Modern Slavery Statement (**Statement**) covers the activities of Adecco Holdings Pty Ltd (ABN 11 003 652 088) and its controlled entities (**Adecco Group Australia**) in accordance with the requirements of the Australian Modern Slavery Act 2018 (Cth) (**Act**). This Statement explains the actions that Adecco Group Australia has taken to assess, address and prevent modern slavery and human trafficking risks in Adecco Group Australia's business and supply chains during the year ending **31 December 2025**.

About Adecco Group Australia

Adecco Group Australia is a part of the global [Adecco Group](#), a leading talent, technology and advisory company operating in over 60 countries. In a world of work that's changing faster than ever, we create the agility advantage – bringing people and technology together to elevate potential, accelerate growth and build workforces ready for what's next.

We remain driven by a powerful purpose – **to make the future work for everyone** – by putting people first, acting responsibly, and sharing a fairer world of work amid rapid change. Through ongoing uncertainty, we help people and organisations stay ready, adaptable and resilient by elevating human and business potential.

How do we achieve this?

Through our three (3) market-leading global businesses – Adecco, Akkodis and LHH – we deliver end-to-end workforce, skilling and digital engineering solutions.

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However, as work is about people (including their passions, skills and dreams), we support millions of individuals to find meaningful work, build future-ready skills, and stay employable and relevant throughout their careers.

As published in our [Human and Labour Rights Position Statement](#), we strive to ensure that every job provides decent working conditions, fair remuneration, and social protection. We are committed to the protection of workers and addressing any human or labour rights abuses or violations as we become aware of the, to the best of our abilities. It is in our inherent interest to ensure that the Adecco Group is neither complicit nor implicated in any human and/or labour rights abuses, and we are committed to making this a fundamental part of how we operate.

As a leader in the world of work, we want to set an example in how we create a responsible, positive, and inspiring environment to attract, retain and empower our people across the world. At the Adecco Group, we are committed to playing our part and proud to share this is our sixth Modern Slavery Statement under the Act.



Aligned with the global Adecco Group of companies (The Adecco Group (SWX: ADEN)), Adecco Group Australia maintains a **zero-tolerance approach to modern slavery and human trafficking** within our business and supply chain. This is Statement under the Act for the year ending 31 December 2025 covers the following entities:

Adecco Holdings Pty Ltd*

Adecco Australia Pty Ltd

Adecco Industrial Pty Ltd

Adecco Projects Aust Pty Ltd*

Advara Pty Ltd*

Akkodis Australia Consulting Pty Ltd

Akkodis Australia Talent Pty Ltd

Lee Hecht Harrison Pty Ltd*

Pontoon Australia Pty Ltd*

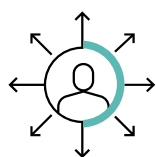
Spring Group Australia Pty Ltd*

TAD Pty Ltd*

**Voluntary reporting under the Act*

We consider any risks of modern slavery in the provision of our services and our wider supply chain.

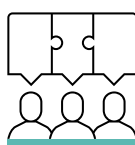
Our Services



Temporary staffing



Permanent placements



Total talent solutions



Workforce solutions



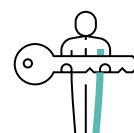
Technology consulting



Career transition and coaching



Talent development



Upskilling and reskilling

Our Supply Chain

Throughout 2025, Adecco Group Australia continued to rationalise our supply chain based on the due diligence and supplier review undertaken over the past few years. Any new vendors are required to:

- confirm if they must report under the Act;
- outline their policies and processes to identify, investigate, and remedy the risk of any instances of modern slavery;
- disclose any direct or indirect suppliers or subcontractors the vendor may be engaging; and
- agree to comply with the Adecco Group's [Third Party Code of Conduct](#).

Based on the services we provide, the predominant supplier categories throughout our supply chain have historically remained the same.

Supplier Spend Categories in Australia

Offices	Adecco Group Australia does not own any premises in Australia and rents all office sites. This approach allows us to remain flexible and responsive to changing business needs while ensuring compliance with local regulations and standards.
Technology & Hardware	As a technology-enabled company, we engage external technology providers to maintain and deliver software, telecommunication, and professional services. These services are essential for providing support to our clients, candidates, contractors, and employees. Our technology partners help us stay at the forefront of innovation and ensure the seamless operation of our business. regulations and standards.
Marketing	As a talent advisory and solutions provider, we invest in a broad range of digital media channels and partner with creative agencies. These partnerships help us connect, attract, and engage with candidates and prospective clients, ensuring that we remain competitive in the market and can effectively meet the needs of our clients.
Pre-employment Services	As a talent solutions company, we invest in pre-employment services as part of our screening processes offered to clients. These services include background checks, verification of qualifications, and other assessments undertaken within Australia, in addition to leveraging related companies within the wider Adecco Group outside of Australia to ensure that we place the most suitable candidates in roles that match their skills and experience.
Business & Office Services	We utilise a range of business and professional services to support our internal operations and employees. This includes engaging auditors, external law firms, advisory services, and providers of maintenance and office supplies. These services encompass the provision of cleaning, catering, and stationery, ensuring that our offices are well-maintained and our employees have the resources they need to perform their roles effectively.

Supplier Standards

As stated previously, we expect our suppliers regardless of their scope of goods and/or services to agree and adhere to our ethical standards for doing business, as outlined in our [Third Party Code of Conduct](#).

These standards have not changed for the reporting period since taking effect on 1 January 2023 and require suppliers to:

- refrain from holding a person in slavery or servitude, not arrange or facilitate the trafficking of any persons;
- not purchase materials or services from companies that use involuntary labour or participate in human trafficking;
- operate in accordance with the United Nations Universal Declaration of Human Rights (UN UDHR) and the fundamental human rights and labour rights as articulated by the International Labour Organisation (ILO);
- treat and reward employees equally based on the characteristics of their work and the intensity of their effort;
- provide safe, hygienic, and healthy working environments;
- provide rates of pay at the national legal standards; and
- act in accordance with applicable national and regional laws and regulations at all times.

We also expect a commitment from suppliers to developing and maintaining policies and procedures to avoid engaging in modern slavery, notifying Adecco Group Australia promptly upon becoming aware of any complaint or allegation that the supplier has engaged in modern slavery, and providing prompt assistance and information when requested by Adecco Group Australia.

This will further be enhanced as Adecco Group Australia implements a Third Party Risk Management tool in 2026.

Modern Slavery Risks

Adecco Group Australia is committed to applying extra care in circumstances where human and labour rights may be particularly at risk given our business activities. We are against the use of any form of modern slavery, including forced, bonded, prison and/or indentured labour, and human trafficking, across any of our operations and Adecco Group Australia considers risk factors that may potentially cause, contribute to, or be directly (or indirectly) linked to modern slavery practices.

As previously reported, the key risk factors we consider include:

Types of Products and Services	We acknowledge that certain products and services are inherently more susceptible to modern slavery risks such as sectors where low-skilled labour may be more prevalent such as manufacturing, agriculture and construction. We are particularly attentive to these areas to ensure that our suppliers adhere to stringent ethical standards as outlined in our Third Party Code of Conduct .
Geographic Locations	We acknowledge that the risk of modern slavery varies significantly by region and location. Countries that have weak labour laws and protections for workers, high levels of corruption, and/or poor enforcement of regulations are more likely to harbour modern slavery practices. We conduct thorough due diligence on suppliers operating in high-risk regions to ensure compliance with our ethical standards and mitigate risks to vulnerable workers.
Business Models	We acknowledge that certain business models, such as those relying heavily on subcontracting and temporary labour without stringent controls, may obscure visibility into labour practices and increase the risk of modern slavery. We work closely with our suppliers to ensure transparency and accountability throughout the supply chain including understanding if and/or when they utilise subcontractors and temporary labour.

The treatment of these risks is further detailed below.

Actions to address risks of modern slavery practices in our operations

Adecco Group Australia is committed to taking proactive measures to address potential risks of modern slavery within our operations and supply chains. As many companies engage Adecco Group Australia for temporary labour as one of our key services, it is also important that there are stringent and effective controls as we play a part in our clients' supply chain. We achieve this by ensuring that:

- our entities providing clients with temporary labour services are licensed labour hire agencies and they must comply with all state licensing schemes, including regular reporting requirements;
- we have a dedicated and experienced in-house Industrial and Employment Relations Team, together with reputable external service providers, to ensure all pay rates meet the relevant industrial award, conditions, and the Fair Work Act 2009 (Cth);
- working rights are verified prior to any engagements of associates (i.e. temporary workers) and regularly reviewed to reduce the risk of exploitation and to ensure we engage workers who have valid working rights in Australia and their engagement is compliant with any visa conditions if applicable; and
- clients and prospective clients are educated on relevant entitlements for associates to strengthen and ensure compliance.

Overall, Adecco Group Australia's approach remains multifaceted by embedding our focus on supplier rationalisation and re-evaluation, governance, sustainability, and continuous improvement of our procurement policies and practices.

Governance	Supplier Management. Through our supplier rationalisation project conducted over the past few years, Adecco Group Australia strengthened our supplier governance by conducting reviews of our supply chain and evaluating existing suppliers. This enables us to take a more proactive approach in monitoring and partnering with our suppliers to effectively mitigate and minimise any potential risks of modern slavery within our direct control. This will be further enhanced in 2026 and beyond with a PO system that restricts the purchasing of goods and services to only pre-approved suppliers. Adecco Compliance & Ethics Reporting Tools. Adecco Group Australia actively promotes a culture of speaking up within our organisation. Our global Adecco Compliance & Ethics (ACE) Reporting Tool can be accessed by anyone who seeks to report any actual or potential violations of the law, code of conduct, policies and/or procedures. Reports can be made 24/7 via the ACE hotline or ACE Reporting Line, including anonymous reports if required. We regularly promote the ACE Reporting Tool to raise awareness of this reporting avenue, including that it is managed by a third-party service provider to ensure independence. This speak-up culture is crucial in identifying and mitigating risks related to modern slavery, as it encourages transparency and accountability, ensuring that any concerns are promptly investigated and resolved.
Sustainability	In line with our commitment to promoting inclusivity and accessibility, we have embedded diversity, equity and inclusion considerations, together with climate-related considerations into our property selection process to create and sustain an inclusive work environment.
Procurement policies and practices	Adecco Group Australia regularly reviews our Procurement Policy on an annual basis (or more frequently if required). Our local Procurement Policy includes a mandate to conduct modern slavery risk assessments for new suppliers to ensure suppliers comply with key policies (including the Third Party Code of Conduct) and that risk-based due diligence is applied. Where implemented, procurement tools such as Vendor Panel are utilised for record management, transparency, and automated compliance workflows in accordance with our Procurement Policy.

For further information on our responsible recruitment and employment practices, respect for human and labour rights across our value chain, and our commitment to regular risk assessments, supplier monitoring, and stakeholder dialogue, refer to our global [Human and Labour Rights Policy](#).



Assessing the effectiveness of our actions

Adecco Group Australia remains committed to ensuring that our actions to combat modern slavery is both effective and impactful. This is managed through maintaining a holistic approach that we have embedded over a number of years within the business and includes reviewing our local Procurement Policy and practices in a timely manner, performing due diligence on prospective suppliers and regularly re-evaluating existing suppliers, and training and raising awareness within business operations on the risks of modern slavery in our operations. Our commitment to addressing risks of modern slavery practices in our operations is also evident through our publicly available comprehensive global policies and procedures such as Adecco Group's [Code of Conduct](#), [Third Party Code of Conduct](#), [Human and Labour Rights Policy](#), and [Environmental Policy](#). These documents outline the standards and expectations for ethical business conduct, human rights, and environmental stewardship that we also expect our suppliers to comply with so that in turn, there is consistency in our supplier engagements and their operations.

This strategy and approach are designed to ensure ongoing compliance with relevant laws, policies and processes, while intentionally fostering continuous improvement across our operations and supply chain. To date, Adecco Group Australia has not received any reports through the ACE Reporting Tool or through direct or indirect notification that any of its suppliers have been found to engage in modern slavery, or allegations of modern slavery, indicating that the actions Adecco Group Australia has taken thus far are effective.

To further verify the effectiveness of our actions to address modern slavery risks in our operations, Adecco Group Australia conducts internal and external audits. These audits assist us in identifying areas for improvement, provide assurance in the effectiveness of internal controls, and to ensure ongoing compliance with our standards and commitments.

Adecco Group Australia maintains a proactive approach so that we can continue to create a business environment that is free from modern slavery and where human rights are protected and promoted. By reinforcing these integrated measures within our operations, Adecco Group Australia continues its commitment to eradicating modern slavery and promoting human rights across aspects of our business and reach.

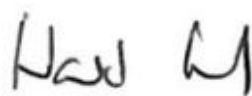
Approval and Consultation

This Statement is a joint statement submitted by Adecco Holdings Pty Ltd on behalf of its related bodies corporates. This followed briefings with the Executive Leadership Team by the Company Secretary in consultation with the local in-house procurement and legal teams.

This Statement was approved by the board of directors on 5 June 2026 and is made pursuant to the *Modern Slavery Act 2018* (Cth).



Carl Anders Bergland
Company Director



Edward Hanks
Company Director



Candice Gin
Company Secretary

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