

Modern Slavery Annual Statement

Financial Year Ending 2023

Introduction

MASG supports the elimination of all forms of modern slavery. Modern slavery is a term used in policy and law to describe forms of exploitation that constitute serious violations of human rights, including human trafficking and forced labour. This type of exploitation is contrary to our commitment to respecting the rights of our workforce.

The Principal Governing Body and MASG's Senior Leadership Team set expectations for how our businesses conduct their activities, including through our employee code of conduct, policies, and modern slavery principles and operation management system. Our businesses are required to conduct their activities conformably with these expectations and manage the risks including modern slavery, associated with them. We ensure the terms of our contracts with clients reflect our commitment to the elimination of all forms of modern slavery.

1. About this statement

Criteria One – Identify the Reporting Entity

This statement relates to the financial year ending 30 June 2023. It is published by MA Services Pty Ltd (ABN 73 151 498 001) as a reporting entity within the meaning of the term set out in the Australian Modern Slavery Act 2018 (Cth), and on behalf of all other owned and controlled entities of the reporting entities (collectively, MASG).

Micky Ahuja is the Sole Director of MA Services Pty Ltd and is the Principal Governing Body.

Unless explicitly stated otherwise in this statement:

- (a) A reference to MASG, we, or our and similar terms are to MASG and its related entities, to one or more of them, or to those who work for them and
- (b) A reference to MASG Pty Ltd is a reference to MASG only.

2. About MASG and our supply chain.

Criteria Two - Describe MASG's Operations and Supply Chains

We are an Australian security, cleaning and facilities business with operations across Australia. We currently operate in all Australian states and territories with 2200 employees, 21 suppliers and 113 clients. These include contractors, vendors, service providers and clients many of whom also have further suppliers.

Our third-party expenditure was approximately \$14.1M in 2023. We recognise the potential for labour rights violations in our industry and supply chain and we focus our efforts where we believe that risk is greatest.

MASG employs a wide range of employees across its many business units, including security personnel, events managers, cleaning personnel and facilities management personnel backed by professional and administrative staff who support our operations and business activities. MASG aims to provide its employees and contractors with safe working conditions, market competitive terms of employment (including by way of an enterprise agreement), and rigorous pre-employment checks, training and performance management together with a safe working environment.

MASG's head office is based in Keilor Park, Victoria. Our other state-based offices are located at:

- Wetherill Park, NSW

- Plympton, SA
- Cambridge, TAS
- Redcliffe, WA
- Brisbane Airport, QLD
- Fyshwick, ACT
- Winnellie, NT
- Alphington, VIC

MASG personnel are placed at our clients' premises at locations across Australia. MASG also owns three office suites in Collingwood, Victoria.

Operations and supply chain

MASG's operations in Australia can be broadly categorised into the following areas of activity:

- Security Services
- Cleaning Services
- Maintenance Management

Security Services

MASG provides the following security services:

- A1 Alarm Monitoring Service
- Mobile Patrols
- Retail Security and Loss Prevention Management
- Drone Security
- Event Security and Crowd Management Service
- Constructions, Infrastructure & Building Environments Security
- Customer Service
- Corporate, Government and Commercial Security

Cleaning Services

MASG provides the following cleaning services:

- Commercial cleaning
- Industrial cleaning
- Waste Management
- Pest Control
- Cleaning Inspection and Hazard Management
- Hygiene & Sanitary Services
- Grounds & Garden Management

Maintenance Management

MASG provides the following maintenance solutions:

- Asset Maintenance
- Asset Management
- Capital Planning

3. Risks of Modern Slavery

Criteria Three – Describe the risks of Modern Slavery Practices

Modern slavery is a term used in policy and law to describe forms of exploitation that constitute serious violations of human rights, including human trafficking and forced labour. MASG takes a risk-based approach to assessment and identification of modern slavery in our businesses and supply chains, based on business activity and workforce demographics.

Operations

MASG reviewed modern slavery risks over the course of 2023 in relation to its workforce and client networks. While MASG has a low risk profile as it operates only in Australia where regulation and enforcement is strong, MASG has assessed key risk areas as:

- MASG's workforce;
- The workforce and supply chain of non-MASG controlled sites which include retail, hospitality, event, and other sites. Key risks may arise from different levels of corporate governance of businesses with whom MASG contract. To ameliorate this risk MASG contracts with businesses with strong corporate governance and oversight.

4. Actions taken to assess and address Modern Slavery

Criteria Four – Actions taken to Assess and Address Modern Slavery

The risk of modern slavery is a serious issue. The Owner and Managing Director of MASG and the Senior Leadership Team continue to be engaged in reviewing our progress in identifying modern slavery issues within higher-risk parts of our businesses and supply chains.

MASG works with its industry specialists to ensure that all work undertaken by

MASG is compliant with applicable human rights, safety, sustainability and employee wellbeing objectives and obligations.

MASG takes the following actions to assess and address modern slavery:

- MASG has also put in place protections for its workers, which include vulnerable workers (eg, visa holders) including an Enterprise Agreement approved by the Fair Work Commission, employment agreements written in plain English setting out the employee's rights and entitlements as well as their obligations.
- Provides employees with comprehensive training and induction and training updates.
- Policies and procedures relevant to employment, safety, sustainability, diversity and inclusion, modern slavery.
- When entering into contracts with third parties, MASG conducts a rigorous risk assessment prior to engagement.
- MASG conducts regular risk assessments of the sites at which it operates.
- MASG contracts with businesses which abide by modern slavery obligations.
- Conducting an annual review of its modern slavery policy;
- Retaining specialist advice to ensure compliance with all its regulatory obligations including modern slavery requirements.
- Creation of a Modern Slavery and Ethics Compliance Committee.

5. Assessment of Effectiveness

Criteria Five – Assessment of the Effectiveness

MASG assesses the effectiveness of its actions taken to address modern slavery by ongoing assessment and reporting to the Safety Officer. The number of reports of modern slavery concerns.

- The number of complaints raised in relation to employment terms or conditions in so far as those complaints may relate to modern slavery.
- The retention rate of personnel (taking into account the industry average retention).
- The results of routine reviews of its operations.

- The results of external audits and reviews.

The assessment of the actions taken by MASG to address modern slavery tell us that MASG is actively and successfully participating in the eradication of modern slavery.

While MASG has a low risk of modern slavery, it is committed to ensuring the effectiveness of its approach and remains focused on:

- Continuing to require adherence to its modern slavery policy and contracting parties adherence to the eradication of modern slavery and human trafficking.
- Through its modern slavery and ethics committee ensuring continuing education and knowledge sharing in relation to best practice as an industry leader.
- Creating a systematic review of our operations by people and culture advisors to ensure our ongoing compliance.
- Encouraging a culture of speaking out so that all MASG workers feel empowered to report any concerns including modern slavery concerns.
- Ensuring and increasing the number of modern slavery contract terms in its commercial contracts.
- Ensuring the protection of any worker who makes a complaint.

6. Consultation with subsidiaries

Criteria 6 – Consultation with subsidiary

Criteria six, requires MASG to provide information on the consultation process undertaken by the reporting entity (MASG) with any entities that it controls or owns or which it is issuing a joint statement. MASG does not control or own any other entities and is not issuing a joint statement.

7. Conclusion

This statement was approved by Micky Ahuja as the Sole Director and principal governing body M.A Services Group Pty Ltd



Micky Ahuja
Managing Director
MA Services group