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INTRODUCTION



This statement is published on behalf of PeopleIN Limited (**PeopleIN**) and its controlled entities (Group) as outlined in its **FY23 annual report**, to meet the reporting requirements under the Modern Slavery Act 2018 (Cth) (**Act**). PeopleIN is a publicly listed company on the Australian Securities Exchange (ASX:PPE), with corporate headquarters at Level 6, 540 Wickham Street, Fortitude Valley, Queensland.

In accordance with the Commonwealth Guidance for Reporting Entities, this statement outlines PeopleIN's operations, supply chains and modern slavery risk identification and mitigation measures. This Joint Statement addresses the activities of PeopleIN and its controlled entities under the Act concerning the reporting period 1 July 2022 to 30 June 2023 (Reporting Period).

At PeopleIN our people are at the heart of everything we do. Our human rights policy outlines our commitment to respecting and upholding human rights, and to treating people with dignity and respect as understood and recognised by the Australian and international community. We recognise that respect for human rights is not only intrinsically important and fundamental to our values, it is also required for the long-term stability and growth of our business and to the wellbeing of the many people with whom the Group interacts and the various communities in which it operates. Accordingly, PeopleIN is committed to preventing modern slavery and ensuring that human rights are upheld. This aligns with PeopleIN's company value to 'Be Human – Authenticity, fairness and inclusion, always'.

PeopleIN is categorically opposed to all forms of slavery and forced labour. To combat the same, PeopleIN adopts a risk-managed system of audit and governance designed to deliver a continuous improvement philosophy to this vital area of our business.

This statement outlines PeopleIN's efforts to address the risks of modern slavery in our operations and supply chains. While we are proud of our steps so far, we remain committed to identifying opportunities to reach an even higher standard.

PEOPLEIN STRUCTURE, OPERATIONS AND SUPPLY CHAINS



PeopleiN

HEALTHCARE & COMMUNITY



PROFESSIONAL SERVICES



INDUSTRIAL & SPECIALIST SERVICES



ABOUT PEOPLEIN

PeopleIN is the largest ASX-listed talent solutions company in Australia and New Zealand. We're a group of complete talent solutions, uniquely structured to provide deeply specialist insight at scale, across a broad range of professions. We deliver innovative solutions to workforce challenges faced by Australia's leading businesses. The PeopleIN family is made up of 25 brands across 3 specialised verticals: Healthcare and Community, Professional Services and Industrial and Specialist Services. The PeopleIN group is comprised of a multitude of brands operating across a diverse range of sectors.

Each brand is supported by the PeopleIN executive leadership function and the shared services teams. This assists each brand to uphold high standards of wage compliance,

safety and corporate responsibility. These standards are reflected in the suite of policies, procedures, risk assessments and decision-making frameworks developed to support the operations of the PeopleIN brands.

PeopleIN is proud of the role we've played in the careers of the more than 34,500 people we placed in new roles in the past year. We're equally proud to share how we've delivered on our values pillars which focus on sustainability, our programs with our First Nations community and equity and inclusion activities.

DIVISION AREA	MAIN OPERATIONS	SUPPLY CHAIN LOCATION
Healthcare and Community Services	<p>Delivery of contracted nursing services, training, and labour hire to clients operating within Australia. Increasing footprint in international recruitment of nursing workers.</p> <p>Workforce management and supplementary staffing within the Disability and Child Protection sectors across Australia.</p>	Training facilities, individual client homes, private and public hospitals, clinics, and healthcare facilities located in New South Wales, Queensland and Victoria.
Professional Services	<p>Delivery of recruitment and contracted IT and Professional Services to clients operating within Australia. Areas of focus for Professional Services includes sales and marketing, executive recruitment, accounting & finance, cybersecurity, data & analytics, consulting, and technical support.</p>	Melbourne, Sydney and Brisbane and internationally in Singapore.
Industrial Specialist Services	<p>Delivery of labour hire and staffing services to clients operating within Australia.</p> <p>Specialising in general staffing services to businesses across Australia in a wide range of sectors, including industrial, agriculture, childcare and hospitality. Also provides specialist services such as asset management and contract planting.</p>	Regional Queensland, Brisbane, Melbourne, Sydney, Canberra, Perth, South Australia, and multiple locations throughout New Zealand.
Shared Services	Support functions to operations.	Based in Brisbane, supporting offices nationally.

CORPORATE GOVERNANCE

The PeopleIN Board considers there is a strong link between good corporate governance policies and practices and the achievement of PeopleIN's commercial objectives. Accordingly, this Reporting Period has seen PeopleIN increase investments in wage compliance, safety and internal governance. As well as continuing investments in best-in-class training platforms to ensure that the relevant policies and procedures are as engaging and accessible as possible.

The PeopleIN Board also features a dedicated Audit and Risk Committee. This Committee gives particular consideration to the modern slavery risks in PeopleIN's operations and supply chains. This enables the Board to be satisfied that these matters are being assessed with the time and attention necessary to ensure that best practices are being maintained. The Committee advises on establishing and maintaining a framework of internal controls for PeopleIN's leadership to ensure its expectations and standards regarding modern slavery are understood and met by all stakeholders.

DESCRIPTION OF THE CONSULTATION PROCESS UNDERTAKEN



During FY23, PeopleIN conducted consultation with leaders within the business across its controlled entities. Each entity completed a modern slavery risk assessment. PeopleIN's Head of Employee Relations and the broader human resources function have

engaged with the entities to review modern slavery safeguards, policies and practices. The HR function assists the entities to address any modern slavery risks identified in their operations.

RISK OF MODERN SLAVERY PRACTICES IN THE OPERATIONS AND SUPPLY CHAINS OF PEOPLEIN



LABOUR HIRE

PeopleIN remains conscious of the risks of modern slavery within its labour-hire operations. Particularly, as operational control of labour-hire employees rests with clients. In order to manage this risk PeopleIN engages in detailed assessments of prospective host employers and frequently reviews existing host employers to ensure working conditions, safety practices and workplace culture aligns with PeopleIN's expectations.

PACIFIC AUSTRALIA LABOUR MOBILITY SCHEME PROVIDER

PeopleIN is a proud participant in the Pacific Australia Labour Mobility scheme (**PALM Scheme**). The PALM Scheme provides extraordinary opportunities for workers from nine Pacific islands and Timor-Leste to fill labour gaps in the agricultural and select food production manufacturing sectors. PeopleIN remains vigilant to the inherent modern slavery risks involved in employing migrant workers, in low or unskilled roles in regional or remote areas. These risks are managed through compliance with the PALM Scheme's detailed welfare, safety, pastoral care and pay parity requirements as well as further best-practice measures detailed below.

OUR APPROACH TO MODERN SLAVERY RISK IDENTIFICATION AND MANAGEMENT

RISK MANAGEMENT PROCESSES AND PROCEDURES

Throughout the Reporting Period PeopleIN has continued its modern slavery risk identification and management processes outlined in previous Statements including:

- ▶ Reviewing and updating the Group Code of Conduct. To further articulate and illuminate the standards of conduct and behaviour expected of employees of PeopleIN.
- ▶ Risk identification and mitigation workshops held with all senior leaders. Representing continual education and capacity building for leaders in PeopleIN to identify risks (including modern slavery risks), escalate and respond to the same.
- ▶ Completing its annual supply chain modern slavery risk audit. To identify modern slavery risks in the supply chain and to review the measures in place to address the same.
- ▶ Conducting regular reviews of our policies and procedures for key risks such as wage compliance, safety, employee wellbeing and ability to make disclosures to leaders or external authorities if required.
- ▶ Investing in online training platforms and resources to further the understanding of modern slavery risks in our operations among leaders and employees. Incorporating the same into annual training programs.
- ▶ Maintenance of a whistleblower program. This facilitates an anonymous escalation of potential modern slavery risks to the attention of the business. This also involves educating our People as to this pathway for escalation of concerns.
- ▶ Management of its respect @ work grievance and complaint managing procedures.
- ▶ Pre-employment health and visa checks. To ensure our people are safe to perform duties in their field of work and that they meet the legal requirements to do so.
- ▶ Investment in dedicated sector and divisional payroll managers and business partnering support to mitigate and address risk of wage compliance issues.

RISK MANAGEMENT (LABOUR HIRE)

PeopleIN manages the modern slavery risks of its labour hire operations through:

- ▶ Surveying clients for any self-identified risks in their operations or supply chain.
- ▶ Providing service agreement terms that require risk management and due diligence of modern slavery risks in client operations and supply chain.
- ▶ Conducting pre-site safety inspections for prospective clients.
- ▶ Undertaking a comprehensive process for vetting prospective clients before any placements are made.
- ▶ Regular auditing of work sites for safety and other modern slavery risks.
- ▶ Maintaining its labour hire licenses as required under State and Territory laws.

PeopleIN is also an active participant in consultation, and advocacy for, a national labour hire licensing scheme. This will promote and codify best-practices thereby raising the modern slavery risk identification and mitigation standards of the labour hire industry as a whole.

RISK MANAGEMENT (PALM SCHEME)

PeopleIN takes steps to address the modern slavery risks of its operations arising through its participation in the PALM Scheme. These steps include ensuring that:

- ▶ All our people understand their wage entitlements and that they receive these in full;
- ▶ Safety is maintained as a priority with a focus on cooperation between the workers, PeopleIN and host employers;
- ▶ Promoting participation in the local communities, to celebrate our People's culture and to enjoy recreational opportunities; and
- ▶ Support is available to our people in whatever form needed, from employee assistance programs and health checks to access to resources to understand the privileges and responsibilities of working in Australia.

PeopleIN has also adopted an industry-leading community of care model that involves PeopleIN facilitating connection between our people and their communities while working under the PALM Scheme. From involvement in local religious groups, sports clubs and choirs, to providing access to information about Australian driving laws and taxation our people are given every opportunity to thrive and contribute to these communities.

PeopleIN works exclusively with host employers who demonstrate the ability and willingness to meet the high standards of safety, working conditions and care that PeopleIN expects of its host employer partners.



HOW PEOPLEIN ASSESSES THE EFFECTIVENESS OF ITS MODERN SLAVERY RISK IDENTIFICATION AND MANAGEMENT



MODERN SLAVERY – RISK ASSESSMENTS

Across PeopleIN divisions and brands, business leaders conduct an annual modern slavery risk assessment. This risk assessment requires the leaders to consider and identify modern slavery risks in the operations, supply chain and clients of their respective brands and/or division. A particular focus is given to the existence and effectiveness of safeguards against modern slavery such as:

- ▶ Modern slavery prevention requirements in terms of business;
- ▶ Modern slavery identification and management training;
- ▶ Employee consultations and health checks;
- ▶ Awareness of modern slavery risks;
- ▶ Maintenance and promotion of grievance pathways and whistleblower hotline;
- ▶ Payroll audits to ensure employees receive their entitlements in full; and
- ▶ Screening of prospective clients for modern slavery risks.

As part of these risk assessments leaders are also required to advise of any actions that were taken to manage modern slavery risks with suppliers or clients in the Reporting Period.

SEDEX – THIRD PARTY AUDIT

Many of the host employers PeopleIN works with are subject to SEDEX audits. These audits search for occurrences of modern slavery and exploitation occurring on the sites of host employers. PeopleIN participates in and supports these audits by demonstrating its steps and actions taken to mitigate modern slavery risks. Where an audit identifies an opportunity for improvements or strengthening of safeguards, PeopleIN works cooperatively with host employers to introduce changes to benefit our people.

WHISTLEBLOWER HOTLINE/ GRIEVANCE PATHWAY

Monitoring modern slavery breaches identified through hotline/grievance pathway. Across the group, employees are trained to identify, escalate, and address any issues related to modern slavery. Where a concern is raised this is escalated for a prompt response from a Disclosure Officer to coordinate with human resources or operational teams as required. Work is undertaken with the notifier, other employees involved and the host employer to identify what has occurred, whether there is a risk, and if so, the actions to be taken to address the issue and what actions are necessary to mitigate and minimise the risk of a future occurrence.

MODERN SLAVERY AWARENESS TRAINING AND EDUCATION

PeopleIN continues to ensure that modern slavery training is undertaken by all leaders in the business. More broadly, throughout the Group employees receive safety, code of conduct and wage compliance training to address key modern slavery risk areas. Training plays a key role in ensuring awareness of risk and embedding of best practices. PeopleIN is able to track and record training uptake rates to assess the effectiveness of this risk management measure.

CONTINUOUS IMPROVEMENT AND LOOKING AHEAD

Reflecting on industry and community best practices in the management of modern slavery, our planned future activities include a process of continual improvement measures to address modern slavery risks including:

- ▶ In industries recognised as higher modern slavery risk by the Australian Human Rights Commission, working with clients

to implement client modern slavery risk assessment to ensure that PeopleIN appropriately addresses risk mitigation processes.

- ▶ The development of a PeopleIN modern slavery working group. To meet quarterly to review the maintenance of best-practice measures and opportunities for strengthening PeopleIN's modern slavery mitigation practices.
- ▶ Quality assurance programs with host employer sites identified as higher risk. This will ensure that PeopleIN's attention and resources will have a direct relationship to the level of risk.
- ▶ Tracking our performance of host employer sites audited for modern slavery risks and compliance.
- ▶ Continue modern slavery related training initiatives and embedding of best-practice modern slavery risk mitigation.
- ▶ Continue compliance monitoring of suppliers and clients as well as internal audits within PeopleIN.

Endorsement

The entities controlled by the Group all operate under the directions and governance of the Board of PeopleIN Limited.

This Modern Slavery Act Statement is made for the financial year ending 30 June 2023.

The Board of Directors of PeopleIN Limited has approved this statement on behalf of itself and all the other reporting entities covered by this statement on 27/11/23 and will be updated annually.



Glen Richards
CHAIRMAN 05/12/23



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