



## MODERN SLAVERY HUMAN RIGHTS STATEMENT

### INTRODUCTION

Across our supply chain, we aim to ensure that we and our suppliers operate with respect for human rights. Our commitment to respect and support human rights is aligned to the UN Guiding Principles on Business and Human Rights.

### OUR POSITION ON MODERN SLAVERY

AlSCO acknowledges that Modern Slavery is an issue within Australia and worldwide, and we have a responsibility to identify and manage any risks to human rights across our own business and through our supply chain.

We reject any form of modern slavery, such as slavery, servitude, human trafficking and forced labour and are committed to implementing and enforcing effective systems and controls to ensure it does not take place in our own business or our supply chains. Wherever we operate, we respect the human rights of our employees, customers and those of our suppliers and business partners.

### ORGANISATIONAL STRUCTURE

This is a statement for AlSCO Pty Ltd (ACN 000 435 629) (AlSCO) a privately-owned Australian company and all related entities and or brands (together referred to as we, us, our, AlSCO). AlSCO is the holding company for Deane Apparel Pty Limited (ACN 001 352 923) and Australian Linen Supply Pty Limited (ACN 071 043 662).

### OUR BUSINESS

AlSCO is a privately-owned business, which commenced operations in North America over 125 years ago. We commenced operations in Australia in 1963 and we are now one of the leading providers of linen, workwear, commercial floor mats, industrial cleaners, First Aid kits and training as well as Washroom Hygiene services and Scenting across Australia. In Australia we employ around 2200 staff who deliver high quality goods and services to our valued customers every day.

### OUR SUPPLY CHAIN

We engage with over six thousand suppliers annually, across our twenty-seven locations in Australia. The majority of these suppliers are in Australia. Our main products imported from overseas are classified as machinery, textiles, and garments. As we procure goods from both Australian and international suppliers, we acknowledge that these suppliers all present different forms and degrees of modern slavery risks. We recognise the risks of modern slavery in our supply chains in Australia as low and that the risks of modern slavery may be heightened in our international supply chains due to their geographical location. As a result, we are focused on continually working and reviewing our suppliers to identify and address any potential risks.



## **RISK OF MODERN SLAVERY IN OUR SUPPLY CHAIN ASSESSMENT & ACTION PLAN**

AlSCO's primary imports of textiles and garments are completed through our wholly owned subsidiaries Australian Linen Supply and Deane Apparel.

### ***Australian Linen Supply Pty Limited (ALS)***

ALS is a fully owned subsidiary of AlSCO. ALS expects all facilities engaged in the production of products (including design, printing, production, finishing or packaging) or the supply of services to comply with International Labour Standards and demonstrate the absence of violations. Suppliers must ensure facilities comply with all local labour laws and local Code requirements.

ALS has a governance framework that includes regular audits of its supply chain to ensure compliance to their Supplier and Vendor Ethical Practices Policy.

### ***Deane Apparel Pty Limited (DA)***

DA is a fully owned subsidiary of AlSCO. DA Supply Partners are tracked on the Global Supply Chain Compliance (GSCC) platform, to audit through Workplace Conditions Assessment (WCA), an auditing arm of Intertek. Deane records compliance with fair labour practices, which include the freedom to work, zero tolerance of modern slavery and child labour, fair wages, and reasonable working conditions. DA partners are evaluated on an internationally recognized platform and are given the opportunity to create and deliver to a Corrective Action Plan (CAP) where breaches are identified.

## **OUR GOVERNANCE FRAMEWORK AND ASSESSING THE EFFECTIVENESS OF OUR ACTIONS**

We are committed to corporate governance, transparency, and accountability. This is essential for the long-term performance and sustainability of our company. Our framework includes internal and external audit annually and spot checks on suppliers to our wholly owned subsidiaries who provide products and who are in countries at risk of forced labour according to the Walk Free Foundation Global Slavery Index 2018.

## **RISK OF MODERN SLAVERY IN OUR OPERATIONS - OUR WORKFORCE**

Our workforce is employed under the applicable employment legislation in their location which covers core employment conditions such as minimum wages, hours of work, and leave entitlements. We protect the personal information of our people and ensure they know how we are using information that we collect about them. We ensure our people are treated fairly in matters that impact their employment.



## RECRUITMENT & LABOUR HIRE

AlSCO's recruitment process adheres to the required employment laws and regulations, and we have a recruitment policy in place to reduce the human rights risks in our business and to help ensure:

- All recruitment decisions are consistent with AlSCO's values and policies;
- The process is consistently and fairly applied; and
- We act in accordance with our Workplace Health & Safety Management System.

Our online recruitment management system has formal approval gates to ensure our policies and procedures are correctly followed. This includes verifying candidate's identity and evidence to confirm their right to live and work in Australia and generating contracts that comply with these policies. Where required we may use labour hire agencies and ensure that they also comply with all applicable legislation as a supplier.

## GRIEVANCE MECHANISMS

We encourage anyone to act if they have any concerns about unethical, illegal, or improper behaviour related to AlSCO. Our grievance policy is supported by an external reporting framework known as 'Red Flag Reporting.' Simply put, this service allows people to report any concerns regarding improper activity within the workplace. This could include:

- financial concerns such as theft or misstated financial statements and fraud
- bullying, harassment, or discrimination
- safety issues, environmental issues, or substance abuse
- Compliance issues (illegal acts / corruption).

This service is 100% independent from AlSCO and allows people who wish to report concerns to remain completely anonymous if they choose.

## TRAINING

All staff are required to complete online induction training which includes training in our Code of Conduct and modules related to business ethics. Over time and in line with internal policy or changes to legislation that impacts their work, employees will also be asked to complete online learning to keep up to date with their compliance requirements. As part of our learning & development framework we monitor, report, and manage mandatory training compliance rates.

## FUTURE COMMITMENTS

Over the next 2 years, our focus will be on:

- Rolling out online Supplier Governance awareness training to employees who are not based in a role which regularly interacts with the supply chain; and
- Reviewing findings of supplier audits and developing standardised approach to actioning the results using remediation, contract variation or termination.
- Implementing updated procurement and labour and human rights due diligence policies.



## CONSULTATION

AlSCO takes a collaborative approach to managing modern slavery risks across our business. All subsidiaries were consulted for the preparation of this statement.

This statement was approved by the principal governing body of AlSCO Pty Ltd.

---

**Mark Roberts**  
**Group Chief Executive Officer**

*This statement is made pursuant to the Modern Slavery Act 2018 and the Modern Slavery Bill 2018 (NSW) and constitutes the Modern Slavery & Human Rights statement of AlSCO Pty Ltd (Australia) for the year ended 31 December 2023.*