



Modern Slavery Statement 2024

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 addresses the activities of Workforce and its controlled entities (**Workforce Group**) in accordance with the Australian Modern Slavery Act 2018 (Cth).

The registered office for Workforce Group is Level 1, 593-601 Botany Road, Rosebery NSW 2018.

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

This Statement issued by Workforce Group covers the following entities:

Workforce Recruitment and Labour Services Pty Ltd (ABN 33 142 782 296), Workforce International (Office Services) Pty Ltd (ABN 14 104 458 675), Workforce Road Services Pty Ltd (ABN 36 136 999 374), Traffic Group Australia Pty Ltd (ABN 49 143 304 796), Workforce Road Services Qld Pty Ltd (ABN 30 644 543 279), Trafficca Road Services Pty Ltd (47 611 369 352), Trafficca Road Services (Vic) Pty Ltd (ABN 99 662 534 483).

Founded in 1991 by its CEO and owner Ray Roberts, Workforce Group is a private, wholly Australian owned company operating via a network of branches and depots located 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 employs over 4,000 workers across 35 depots and branches across Australia, spanning metropolitan and remote regions to support our clients in a variety of industries including: engineering and construction; roads infrastructure and maintenance; public and freight transport; warehouse and logistics; light manufacturing; waste and sanitisation management; mining and energy; and public land and street maintenance.

Our services include:

- Recruitment and Labour Hire;
- Temporary Traffic Management;
- Road Line Marking;
- Roadside Maintenance; and
- Training.

Our Supply Chain

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

Prospective suppliers undergo a selection process and existing suppliers are assessed 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	Temporary Accommodation
Fuel	Human resources
Road marking product and materials (eg. paint, beads, rumble bars)	Professional services eg. legal, financial, marketing, auditors, accountants
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 Group has identified the following:

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

Workforce Group are 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. Workforce Group workers are all paid under modern awards or agreements.

Indirect link to Modern Slavery – Suppliers and their supply chains

Workforce Group's supply chain is coordinated by our National Asset and Procurement team who ensure efficient delivery of all functions in accordance with Workforce policies, procedures, codes 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 potential risks in our supply chain, Workforce conducts an evaluation of prospective suppliers prior to placing any order. This assessment takes into account:

- The risk profile of countries within the providers own supply chain;
- The business services rendered by suppliers;
- The presence of vulnerable demographic groups; and
- Whether the supplier has 3rd party certified systems or industry accreditation or appropriate State or Commonwealth licensing.

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 Group 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.

Our online hazard and incident management system is continuously monitored and all reports reviewed and addressed with actions. There were no reports lodged in this reporting period that relate to issues of modern slavery.

Additionally, regular internal auditing of our practices and processes, as well as those of our labour hire clients, helps us to review the effectiveness of the controls we put in place.

In this reporting period, we created an eLearning module which our managers and operations staff completed online. This module provided staff with information on how to identify the signs of modern slavery and how to report suspicions of modern slavery practices in the organisation or supply chain, followed by a short assessment.

In 2025 we will:

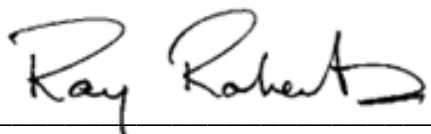
- Continue to provide training to our employees on modern slavery risks and assessments.
- Review and update Workforce Group's employment agreements, job descriptions and conditions of assignment issued to our casual workers to provide transparency about the terms and conditions of their employment including wages, working hours and benefits.
- Update our general Terms & Conditions of Sale to include provisions against modern slavery.

Consultation with Entities and Endorsement

This Statement for the reporting period ending 31 December 2024, is a single statement by Workforce International Group Pty Ltd on behalf of its controlled entities and their sole director and company secretary Raymond John Roberts.

Senior management from each Workforce International Group controlled 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 and secretary on 18/12/2024.



Ray Roberts

Chief Executive Officer

Workforce International Group Pty Ltd