

The GEO Group Australia Pty Limited

Modern Slavery Act 2018 (Cth) Statement

For the reporting period 1 January 2021 to 31 December 2021

This statement is made pursuant to the Australian *Modern Slavery Act 2018 (Cth)* and *Modern Slavery Act 2018 (NSW)* (Acts). The aim of the Acts is to support the Australian business community to identify and address their modern slavery risks and maintain responsible and transparent supply chains.

The Act defines modern slavery as including eight types of serious exploitation: trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services, and the worst forms of child labour.

The Reporting Entities

The reporting entity is The GEO Group Australasia Pty Ltd, and its operating subsidiary The GEO Group Australia Pty Ltd.

Reporting Entity Structure and Operations

The GEO Group Australia Pty Ltd (GEO) is a company defined under the Corporations Act 2001. The Australian holding entity is The GEO Group Australasia Pty Ltd (GGA). GGA ultimate parent company is The GEO Group, Inc. incorporated in the United States of America.

GEO is Australia's largest provider of private correctional services. GEO's customers are the Victorian State Government and the New South Wales State Government. GEO's focus is to:

- Provide a secure environment to house prisoners.
- Provide access to health care services equivalent to what is available in the community.
- Providing programs and services to prisoners to support their rehabilitation when integrating into the community to become positive and productive contributors to our society.
- Provide food services.
- Provide access to meaningful activities.

Our staff (approximately 1,400 employees) and leadership teams are continually reviewing and finessing our approach to continually improve the health and wellbeing of the prisoners in our care so that they may have the security, support and strategies to help them succeed when they re-enter the community.

When we focus on delivering 'better corrections' we will contribute to 'safer communities'.

GEO operates three facilities across New South Wales and Victoria.

Supply Chains

GEO's supply chains include the direct procurement of security equipment, food and kitchen supplies, medical equipment and supplies including pharmacy, clothing, training supplies, computer equipment, maintenance services and materials, procurement of professional services relating to rehabilitation and program activity.

GEO suppliers are predominately Australian sourced, and where facilities are located in country areas local suppliers are preferred. GEO is aware that its suppliers are able to procure goods and services from sources within Australian and overseas.

Risks of modern slavery practices in GEO's operations and supply chains

GEO's only operates within Australia. The main business' inputs and areas of key risk of modern slavery practice are limited to employment of labour and suppliers of goods and services.

Employment of Labour Risks

GEO employees approximately 1,400 employees. We ensure we comply with all legal requirements within Australia in line with our company's philosophy of integrity, respect and accountability. We value all of our employees and encourage our staff to be accountable for their actions.

The majority of GEO employees are represented by a union. GEO complies with Modern Award and ensures that all employees are paid greater than the modern award.

Supply Chains

GEO operates in a competitive environment. Cost pressures are always present in our operations and industry. However, GEO operates to an operational philosophy that incorporates integrity, respect and accountability. GEO does not place unreasonable pressure on suppliers of goods and services to provide a competitive quote for the product.

GEO considers itself to be a good corporate citizen.

The majority (99%) of all goods and services are sourced from local suppliers within Australia. Therefore, GEO considers that the risk of modern slavery practice to be in the low range. Some of GEO's suppliers may import goods from outside Australia where modern slavery practices may be present. These links may be further down the supply line in which GEO is not directly involved. In an effort to support the elimination of modern slavery practice GEO has undertaken the following steps:

1. Identify goods and services most vulnerable to modern slavery practices.
2. Identify suppliers that have a turnover of less than \$100m that are not required to comply with the Modern Slavery Act to encourage a culture of compliance.

The type of goods in GEO's supply chain most vulnerable to modern slavery practice would be the procurement of:

1. Textiles
2. Food items
3. Cleaning services.

Actions Taken by GEO to drive meaningful change throughout the organisation

Employee Processes

1. Annual training modified to raise awareness of modern slavery risk.
2. Policy and procedures amended as follows:
 - a. Whistle-blower policy amended to provide avenue to raise employee concerns on modern slavery risk.
 - b. Training policies to incorporate modern slavery risk awareness.

Procurement Processes

For the procurement of textiles, food, and cleaning services, GEO has issued a questionnaire to new suppliers with a turnover of less than \$100m. The questionnaire details the requirement to stamp out modern slavery practices and requests the supplier to:

- a) Review its supply chains to identify any possible breaches to the Modern Slavery Act.
- b) Provide examples to suppliers of what constitutes modern slavery.
- c) Confirm if goods sourced locally or overseas. If from overseas which countries they deal with.
- d) Testify that after careful due diligence that they are satisfied that no modern slavery practices are present in their supply chain.

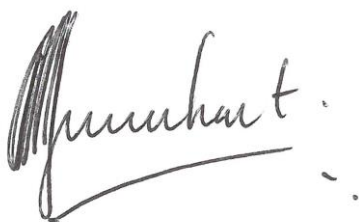
Each questionnaire will be rated. Those recording a low rating will be asked follow up questions.

Failure by suppliers to satisfy modern slavery concerns will be list as an unauthorised supplier.

Policy and procedures amended as follows:

- a. Procurement policy amended to ensure new suppliers are required to complete a modern slavery risk questionnaire.
- b. Questionnaires to be issued a rating out of 5. A score of less than 3 would be considered unacceptable and supplier not used.

This Modern Slavery Statement is approved by the Board of Directors for The GEO Group Australasia Pty Ltd and related subsidiaries on 24 March 2022



Pieter Bezuidenhout

Managing Director