



## **Modern Slavery Statement - AUS**

# Modern Slavery Statement – Australia

## Reporting Entity:

This statement is made pursuant to the Australian Modern Slavery Act 2018 and applies to Perkbox Limited Registered Body Number (ARBN) 631 404 174 and ABN 28 631 404 174, hereafter referred to as “Perkbox”.

## Reporting Period:

This statement covers the financial year ending 2025-2026

### 1. Our Commitment

Perkbox is committed to the highest standards of ethical conduct and integrity. We have a zero-tolerance approach to all forms of modern slavery, including slavery, servitude, forced labour, debt bondage, deceptive recruiting, and human trafficking. We are dedicated to acting ethically and transparently in all business dealings and relationships.

### 2. Our Structure, Operations, and Supply Chains

Perkbox is a Software-as-a-Service (SaaS) provider operating in the United Kingdom, Australia, and other global markets. Our operations include developing and delivering an employee experience platform, customer support, marketing, sales, and ongoing product innovation. We help organisations engage, reward, and support their people through a suite of digital tools and employee benefits.

Our supply chain includes:

- Technology and software vendors
- Outsourced service providers
- Office and facility management suppliers
- Recruitment and labour hire agencies

### 3. Risks of Modern Slavery

We recognise that certain areas of our operations and supply chain may present higher risks of modern slavery, particularly:

- Offshore service providers in regions with weaker labour protections
- Labour hire arrangements in cleaning, catering, or logistics
- Suppliers of electronic hardware and promotional merchandise

We assess these risks based on geography, industry sector, and the nature of the goods or services provided.

### 4. Actions to Assess and Address Risks

#### Policies and Governance

- **Responsible Procurement Policy and Charter:** Requires suppliers to uphold human rights and fair labour standards.
- **Whistleblowing Policy:** Enables safe reporting of unethical or unlawful conduct.
- **Recruitment Policy:** Includes right-to-work checks and prohibits recruitment fees.
- **Employee Handbook:** Outlines expected ethical behaviour and reporting channels.

#### Due Diligence and Supplier Engagement

- Supplier onboarding includes modern slavery risk screening.
- High-risk suppliers are required to attest to a modern slavery statement.
- Contracts include clauses prohibiting modern slavery and requiring compliance with our standards.
- We may conduct audits or request evidence of compliance from suppliers.

### **Training and Awareness**

- Employees involved in procurement and supplier management receive training on modern slavery risks and reporting obligations.

### **5. Assessing Effectiveness**

**We assess the effectiveness of our actions through:**

- Annual reviews of supplier risk assessments
- Monitoring whistleblower reports and grievances
- Tracking completion of training and policy acknowledgements
- Reviewing audit outcomes and supplier responses

We are committed to continuous improvement and will refine our approach based on emerging risks and stakeholder feedback.

### **6. Consultation with Controlled Entities**

Where Perkbox owns or controls other entities, we consult with them during the preparation of this statement to ensure a consistent and coordinated approach to modern slavery risk management.

### **7. Remediation**

**If modern slavery is identified in our operations or supply chain, we will:**

- Take immediate steps to protect affected individuals
- Work with the supplier to remediate the issue where appropriate
- Terminate relationships where remediation is not possible or cooperation is lacking

### **8. Approval and Publication**

This statement has been published on the Australian Border Force's Modern Slavery Statements Register and is publicly accessible via the [Modern Slavery Register portal](#).

This statement was approved by the Directors of Perkbox on 28 October 2025 and is signed by:

Signed by:  
  
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**Rebecca Hooley**  
**Chief Finance Officer**

### **Version History**

- Creation Date: 2 February 2018
- Latest Review: 28 October 2025
- Owner: Kelly Jackson, GRC Director
- Next Review Due: 28 October 2026