



Modern Slavery Statement
July 2024 to June 2025

Modern Slavery Statement

Prepared By:	Risk & Compliance Manager	Revision:	1
Reviewed By:	Chief Operating Officer	Date of Issue:	9/12/2025

Contents

1. Introduction	1
2. About Johnstaff	1
2.1. Our Operations	2
3. Consultation	2
4. Identification of Modern Slavery Risks	2
5. Modern Slavery Policy	4
6. Actions taken to Mitigate Risks	4
7. Evaluation	4

1. Introduction

In accordance with the Commonwealth Modern Slavery Act 2018, **Johnstaff** is pleased to present its annual Modern Slavery Statement.

This is the third Modern Slavery Statement prepared by **Johnstaff** and sets out the actions taken by the organisation from 1st July 2024 to 30th June 2025, including our risk management strategy, consultation undertaken and process for continual monitoring and review.

This Modern Slavery Statement, prepared by the Risk & Compliance Team, has been reviewed and endorsed by the **Johnstaff** Board of Johnstaff Projects Pty Ltd (ABN 94 069 803 121) in its capacity as the principal governing body of Johnstaff Projects Pty Ltd.

Pursuant to the requirements of the Act, authorised persons have reviewed the contents of this Statement and confirmed its accuracy.

This Statement is signed by Tim McCue in his role as **Johnstaff** CEO on the 8th December 2025.



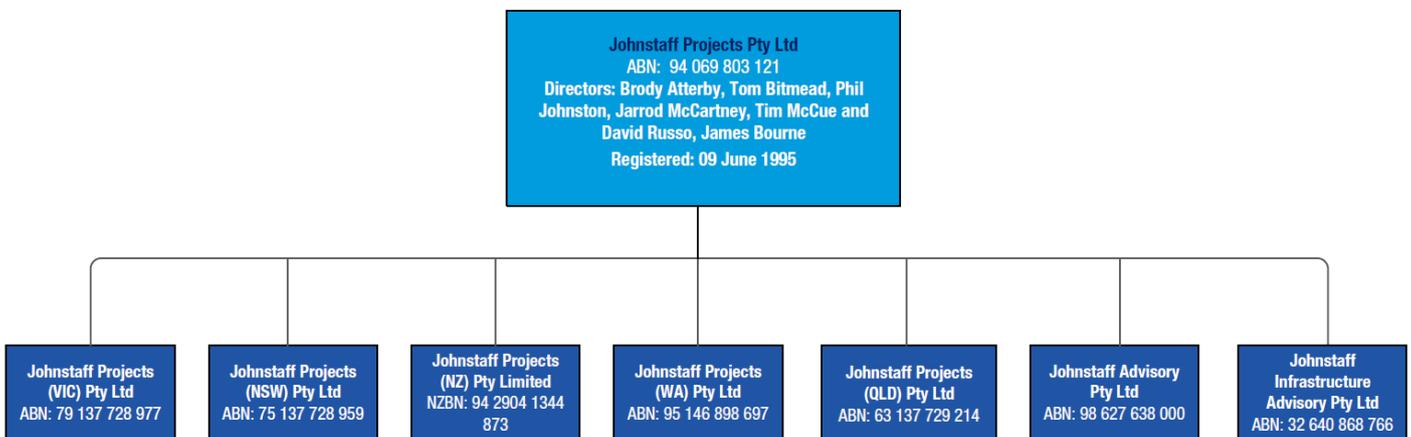
Tim McCue
Chief Executive Officer

2. About Johnstaff

Johnstaff is an independent Australian and New Zealand owned consulting practice that specialises in client-side Advisory and Project Management services for the planning and implementation of infrastructure investments for Private and Government clients.

Johnstaff employs over 250+ management professionals and is based in locations across Australia and New Zealand, including Melbourne, Sydney, Brisbane, Perth, Geelong, Auckland and Christchurch.

The **Johnstaff** group of companies comprises the following entities:



Further information about **Johnstaff** can be found at [About Johnstaff - Johnstaff](#).

2.1. Procurement

Johnstaff is a diverse management and delivery practice and provides advisory and project management services for clients in both the public and private sectors.

Johnstaff does not purchase or sell any products. During the reporting period our procurement involved purchasing from Australian owned and operated organisations, covering:

- Office related services, equipment and consumables (i.e. cleaners, furniture, stationery, IT hardware and software and workwear); and
- Professional services, such as engineers, consultants, surveyors and/or lawyers.

Purchasing for office related activities was generally organised under a purchase order or once off arrangement and professional consulting services were arranged through a short to long term contract, which are governed by client and/or legislative requirements.

3. Consultation

This Modern Slavery Statement has been prepared in consultation with the **Johnstaff** Board and associated Principals from each of the subsidiaries, as described in Section 2.

Johnstaff conducted an initial workshop in early 2024 to identify modern slavery risks within our operations, which provided the organisation with several actions for continual improvement. These actions have been finalised over time as part of our implementation plan.

Johnstaff continues to have a proactive approach to ensuring ongoing consultation and communication on modern slavery risks, where core labour requirements are continually discussed and reviewed to ensure such risk is mitigated.

Modern slavery aspects are documented and provided to the Board through Risk & Compliance Reports or other communication strategies, such as through Executive Leadership Team or staff meetings.

4. Identification & Assessment of Modern Slavery Risks

Johnstaff recognises the importance of mitigating modern slavery risk and through the **Johnstaff** risk management framework, we ensure that any risks associated with modern slavery are appropriately identified and mitigated accordingly.

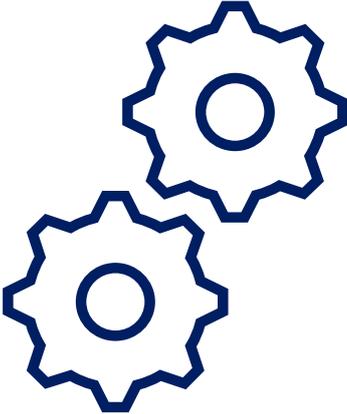
The following diagram provides a brief overview of the **Johnstaff** risk management framework, which has been aligned closely with the ISO 31000 Risk Management Standard:



4.1. Risk Assessment

Johnstaff has assessed its supply chains and identified two (2) streams for considering modern slavery aspects, which are:

Operations



This supply chain includes office landlords, cleaners, catering providers, IT hardware/software suppliers, workwear/PPE suppliers, stationery and office supplies providers, as well as advisors such as lawyers.

The assessment identified a range of risks primarily associated with the importation of materials or products from overseas countries, including some known to have a track record of questionable employment practices, along with local workers in industries such as cleaning and security who may not receive their lawful employment entitlements.

Professional Services



This supply chain includes professional consulting organisations who we directly engage as part of our professional consulting commissions.

These organisations are predominantly Australian owned and operated and considered to be faced with similar operational supply chain risks as outlined above.

Modern Slavery Statement

The risk assessment identified that modern slavery being present in our own operations and supply chain in Australia is low.

Johnstaff notes that in some instances there may be suppliers sourcing products from other countries and we acknowledge that the supplier evaluation process is ongoing and may not always achieve full transparency of our supply chain.

During the reporting period of 1st July 2024 to 30th June 2025, **Johnstaff** was not made aware, nor identified, any modern slavery issues within our operations or supply chain.

5. Modern Slavery Policy

Johnstaff has developed a Modern Slavery Policy for the purpose of communicating the organisation's commitment to mitigating modern slavery risk and ensuring workers, suppliers and contractors are fully aware of their obligations and company expectations.

This Policy was endorsed by the **Johnstaff** Board and is reviewed by our Risk & Compliance team on a regular basis to ensure it remains relevant and complies with relevant legal requirements.

The Modern Slavery Policy is made readily available to our workers through their personal training portal and company intranet and provided to external stakeholders on an as needs basis.

6. Actions taken to Mitigate Risks

Throughout the reporting period **Johnstaff** has addressed most of the identified actions from the previous assessment and continues to take a proactive approach to mitigating modern slavery risk.

During the reporting period of 1st July 2024 to 30th June 2025 **Johnstaff** completed the following activities:

- Training and awareness:
 - Provided modern slavery awareness training to all staff (230 participants) in mid-December 2024.
- **Johnstaff** employment agreements:
 - Reviewed and continued to enhance employment agreements to ensure they fully comply with the employment laws in the relevant jurisdiction where the worker is employed.
- **Johnstaff** contract agreements:
 - Reviewed and continued to enhance contract agreements to ensure they addressed third party arrangements for mitigating risk of modern slavery in their operations and supply chain.
- Modern Slavery Assessment:
 - Implemented the **Johnstaff** Modern Slavery Assessment for use in our procurement process by suppliers, contractors and consultants, to establish what risks may be present and what processes the third party organisation has to manage their own modern slavery risks.

7. Evaluation

Whilst the majority of our actions have been implemented, **Johnstaff** continues to regularly review the effectiveness of its systems and operational environment for emerging modern slavery risks.

Modern Slavery Statement

This process occurs through:

- Monitoring of the regulatory environment associated with core labour, modern slavery and workplace laws, including any ratification of conventions or protocols relating to local or international labour requirements;
- Continuing to assess our supply chain and evaluate suppliers, contractors and consultants for risk;
- Monitoring and positively responding to any grievances and whistle-blower related matters from internal and external stakeholders, where received;
- Monitoring payroll systems to ensure wages and entitlements are accurate and meet National Employment Standards;
- Ensuring that employment agreements and contracts are in place for each worker, supplier or contractors;
- Continuing to monitor our systems, processes and policies through our internal audit program to ensure effective implementation; and
- Providing ongoing awareness and information to our workforce on how to manage modern slavery risks.



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