



THE ADECCO GROUP



# MODERN SLAVERY STATEMENT 2022

This Modern Slavery Statement (**Statement**) covers the activities of Adecco Holdings Pty Ltd (ABN 11 003 652 088) (**Adecco Group Australia**) and its controlled entities in accordance with the requirements of the Australian Modern Slavery Act 2018 (Cth) (**Act**). This Statement explains the actions that Adecco Group Australia has taken to assess, address and prevent modern slavery and human trafficking risks in Adecco Group Australia's business and supply chains during the year ending 31 December 2021.



# About Adecco Group Australia

## How we are making the future work for everyone

2021 marked the first year of Adecco Group Australia's new global strategy, **Future@Work** where the company commenced a business transformation to enable Adecco Group Australia to continuously meet the demands of a changing world and bring to life **our purpose of making the future work for everyone.**

Our vision is to enable sustainable and lifelong employability for individuals and empower organisations to optimise their talent needs and organisational models to achieve their goals. We embrace this vision within our three Global Business Units, Adecco, LHH and Modis (soon to become Akkodis).

In Australia, our key services are:



Temporary Staffing



Permanent Placements



Workforce Solutions



Total Talent Solutions



Talent Development



Technology Consulting



Career Transition



Up-skilling and Re-skilling

As the world's leading talent solutions and advisory company providing 360° work life cycle solutions to individuals and organisations, ensuring respect for human and labour rights continues to be a fundamental part of how we operate. This is evidenced by Adecco Group Australia being a member of the United Nations International Labour Organisation (ILO) Global Commission on the Future of Work. Adecco Group Australia recognises the **United Nations ILO Declaration on Fundamental Principles and Rights at Work**, namely:

- freedom of association and the effective recognition of the right to collective bargaining;
- the elimination of all forms of forced or compulsory labour;
- the effective abolition of child labour; and
- the elimination of discrimination in respect of employment and occupation as a means to ensure decent working conditions.

Aligned with the global Adecco Group of companies (The Adecco Group (SWX: ADEN)), Adecco Group Australia has a zero-tolerance approach to modern slavery and human trafficking within our business and supply chain. This is our second Statement for Australia covering the following entities:

Adecco Holdings Pty Ltd\*  
 Adecco Australia Pty Ltd  
 Adecco Industrial Pty Ltd  
 Lee Hecht Harrison Pty Ltd\*  
 TAD Pty Ltd\*

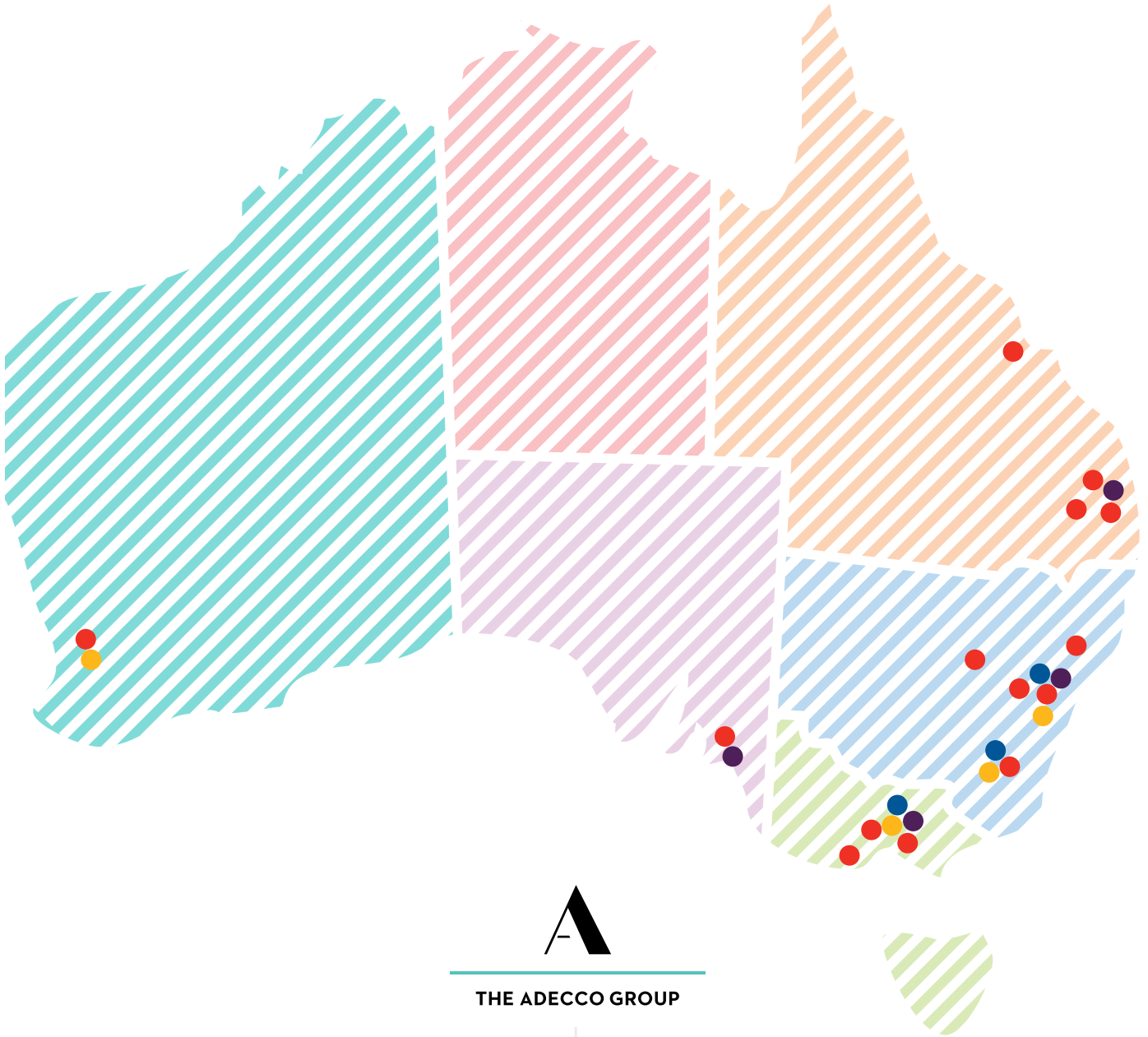
Spring Group Australia Pty Ltd\*  
 Modis Consulting Pty Ltd  
 Modis Staffing Pty Ltd  
 Pontoon Australia Pty Ltd\*

\*Voluntary reporting under the Act



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# Our Operations



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**Adecco**

14

**modis**

4

**LHH**

4

**Spring**  
Professional

3

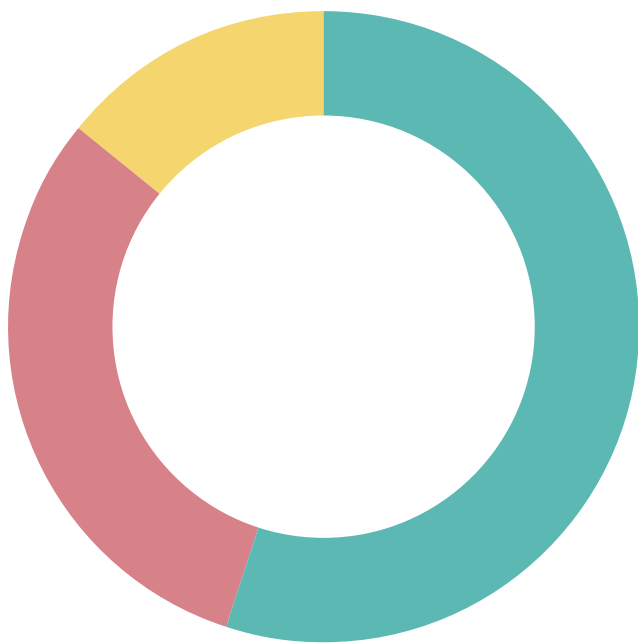




# Our Supply Chain

In 2021, we continued to consolidate suppliers across our local entities with spend and supply chain management remaining decentralised across Adecco Group Australia's various geographies and entities. A key focus was strengthening our due diligence during the procurement process, with Adecco Group Australia's procurement policy mandating that due diligence must be performed on all vendors. This includes:

- verifying if the potential vendor must report under the *Modern Slavery Act 2018* (Cth);
- assessing policies and processes the vendor may have in place to identify, investigate and remedy the risk of any instances of modern slavery;
- understanding and identifying any direct or indirect suppliers or subcontractors the vendor may be engaging which is critical for the supply of goods and/or services to Adecco Group Australia, including the primary country of operation; and
- ensuring compliance to Adecco Group Australia's Code of Conduct.



## Business Services

We utilise business and professional services to support internal operations and employees including engaging auditors, external law firms, advisory services, property leasing and maintenance and office supply providers (encompassing provision of cleaning, catering, PPE and stationery).



## Technology

We engage external technology providers to maintain and deliver software, telecommunication and professional services to assist with providing services to our clients, candidates, contractors and employees.



## Marketing & Candidate Experience

As a talent advisory and solutions provider, we invest in a broad range of digital media channels and partner with creative agencies to connect, attract and engage with candidates and prospective clients.

Approximately 40% of Adecco Group Australia's suppliers are subject to the *Modern Slavery Act 2018* (Cth). While majority of our suppliers do not meet the criteria for the reporting requirement, we encourage voluntary statements and require all suppliers to commit to:

- not engaging in modern slavery;
- complying with all laws, codes and standards, regulations, legal requirements and directions relating to modern slavery;
- developing and maintaining policies and procedures to avoid engaging in modern slavery;
- notifying Adecco Group Australia promptly upon becoming aware of any complaint or allegation that the supplier has engaged in modern slavery; and
- providing prompt assistance and information where requested from Adecco Group Australia from time to time.



# Modern Slavery Risks

We are driven by a powerful purpose - **making the future work for everyone**. Our services help people fulfil - and exceed - their potential, building employability and connecting people with opportunities. As a talent solutions provider, we have additional responsibility when it comes to human rights, especially labour rights - both towards our own colleagues, and towards the individuals whom we offer access to work with through our clients.

Adecco Group Australia is committed to promoting and maintaining a diverse and inclusive culture of respect and equal opportunity. We have a zero tolerance to slavery in all forms and Adecco Group Australia has taken significant steps to identify any links between modern slavery and our operations. We consider that certain risk factors may possibly cause, contribute and/or be directly linked to modern slavery practices, these risk factors include, particular types of products and services, geographic locations and business models. The following key areas will continue to be a priority for Adecco Group Australia in 2022:



**Compliance with labour hire laws and regulations.** Adecco Group Australia is a licensed labour hire agency and complies with all state licensing schemes, including regular reporting requirements. In sourcing candidates for our clients, Adecco Group Australia has a dedicated Industrial and Employment Relations team who ensure all pay rates meet the relevant industrial award, conditions and Fair Work Act and working rights are verified prior to any engagements to reduce the risk of exploitation. This includes educating our clients on relevant entitlements for workers and ensuring compliance.



**Suppliers and their supply chains.** Adecco Group Australia engages suppliers that represent a lower inherent risk of modern slavery. However, we acknowledge that visibility of modern slavery risks may be limited through the engagement of a third party. Through supplier due diligence and setting the standard of ethical and legally compliant operations, we seek to reduce and mitigate any modern slavery risks as outlined in our actions which are detailed on the next page.



# Actions to address risks of modern slavery practices in our operations and supply chains

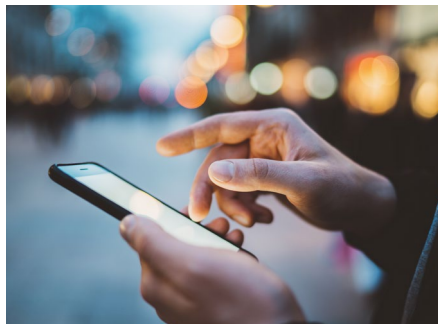
In 2020, Adecco Group Australia commenced a supplier rationalisation project. As part of this project, existing suppliers were issued a questionnaire requesting further information regarding their operations and supply chains, including any identified or potential modern slavery risks to assist with our review of Adecco Group Australia's supply chain. This project enabled us to rationalise our existing list of suppliers, promote and educate the Act and increase our understanding of our supply chain. By reducing the number of our suppliers, analysing any risks and monitoring the rate of supplier code of conduct acceptance, we were positioned to take a more proactive approach in monitoring and working with our suppliers more effectively to mitigate and minimise any potential risks of modern slavery practices. This was a positive foundation for Adecco Group Australia in its efforts to address modern slavery risks in 2021.

Actions taken to address modern slavery risks in our operations and supply chains include vetting potential suppliers and conducting a risk assessment based on the goods and/or services they may provide, annual audits of our existing suppliers to verify compliance, and ensuring staff undertake training to raise awareness of modern slavery risks and obligations under the Act.

In 2021, additional actions taken to address risks of modern slavery practices in our operations and supply chains included:



**Establishing a Modern Slavery e-Module for training employees that provides information about the Act, our response and key risks to look out for.**



**Utilising a SaaS Procurement Performance Management Software to track past, existing and potential suppliers.**



**Procurement Roadshows to drive engagement and awareness of the importance of understanding our supply chain and due diligence.**

As highlighted in our previous Modern Slavery Statement, we promote a culture of speaking up within our organisation. The Adecco Compliance & Ethics (ACE) Reporting Tools assist with the reporting of actual or potential violations of the law, code of conduct, policies or procedures. Adecco Group Australia ensures that reports may be made 24/7 via the ACE hotline or ACE Reporting Line, including anonymous reports if required via [www.adecogroup.com/our-group/about-us/reporting-misconduct/](http://www.adecogroup.com/our-group/about-us/reporting-misconduct/). To ensure employees are equipped to manage any reports of misconduct, Integrity & Compliance Officers undertake training for conducting workplace investigations and have access to toolkits to assist with preparing for and resolving allegations of violations of our Code of Conduct and/or Group Policies.

We acknowledge that reviewing, analysing, addressing and preventing modern slavery risks in our operations and supply chains are ongoing activities. We continue to regularly review existing suppliers and undertake due diligence before onboarding any new suppliers. As a leading provider in talent advisory and solutions, it is also extremely important that we continue to educate our employees, suppliers and clients about ethical and responsible business practice, expected behaviours, and build awareness of modern slavery and provide avenues to report any risks or concerns.

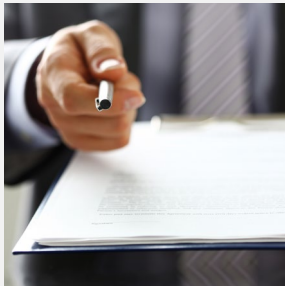
Looking forward, we remain committed to undertaking continuous and ongoing assessment of our supply chain as we partner and educate our service providers, employees, clients and support business operations.



# Assessing the effectiveness of our actions

At the Adecco Group, we have numerous commitments, policies, procedures and corresponding training that translate these global standards into our local business. This includes for example, our Code of Conduct, Human and Labour Rights Guidelines, relevant HR policies, our supplier code of conduct, data protection policy, and our principles for the ethical use of Artificial Intelligence (AI). Human rights form an integral part of our risk management, integrity and compliance, and audit frameworks and we expect the same standards and considerations from our suppliers.

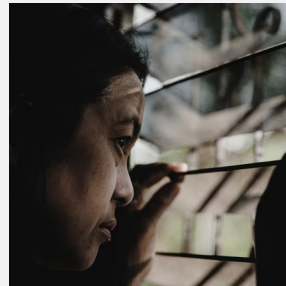
The risk of modern slavery and human trafficking within Adecco Group Australia is mitigated by the existence of our global and local policies, together with the knowledge and skill of our employees. By assessing key risks in our supply chain and undertaking thorough due diligence, we have systems and processes in place to:



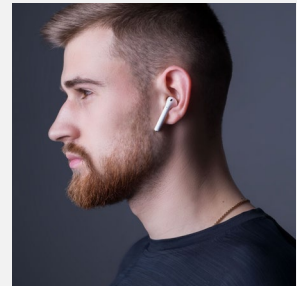
Identify and assess potential risks in our supply chains by requesting suppliers to complete a Supplier Due Diligence Questionnaire and provide information which allows us to assess and determine the level of risk.



Audit prospective and existing suppliers based on the level of perceived, potential and actual risks.



Mitigate the risk of slavery and human trafficking occurring in our supply chains by raising awareness with our suppliers.



Protect whistleblowers by providing a confidential hotline available 24/7.

In assessing the effectiveness of our actions, Adecco Group Australia have HR and Legal and Compliance teams dedicated to ensuring compliance with laws, policies and processes across the business. This includes reviewing global and local policies and procedures and undertaking internal and external audits on a regular basis to ensure ongoing compliance. We further commit to building on our actions each year to prevent modern slavery and human trafficking. Following a review of the effectiveness of the actions we have implemented, we intend to:

1. continue providing accessible training to employees to raise awareness and understanding of this topic and our obligations;
2. progress our dialogue with our clients and suppliers by offering support and information; and
3. continue to assess potential suppliers and re-assess existing suppliers to ensure compliance.



# Approval and Consultation

This Statement is a joint statement submitted by Adecco Holdings Pty Ltd on behalf of its related bodies corporates. This followed briefings with the Executive Leadership Team by the local procurement and legal teams.

This Statement was approved by the board of directors on 1 June 2022 and is made pursuant to the *Modern Slavery Act 2018* (Cth).

**Andrew Virgona**  
Chief Financial Officer

**Candice Gin**  
Head of Legal and Compliance





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