



Modern Slavery Policy Statement

Australia Personnel Global Pty Ltd

1. Introduction and Commitment

Australia Personnel Global Pty Ltd (APG) is an Australian-owned company incorporated in 2007 and operating nationally as a workforce management and recruitment provider. We deliver labour hire, permanent and casual temporary recruitment, and a range of workforce solutions including WH&S, Risk management, and HR/IR consultancy services across Australia.

APG has zero tolerance for modern slavery in any form. We unequivocally oppose forced labour, human trafficking, child labour, servitude, debt bondage, deceptive recruitment practices, and any conduct that undermines human rights and worker dignity.

We are committed to:

- Respecting internationally recognised human rights
- Upholding fair, lawful, and ethical employment practices
- Conducting business responsibly and transparently
- Preventing, mitigating, and addressing modern slavery risks in our operations and supply chains

As a people-first organisation guided by our value that “**People Matter**”, these commitments are embedded in how we operate, recruit, partner, and engage with workers, clients, and suppliers.

This Modern Slavery Policy Statement outlines the steps APG takes to identify, assess, and address modern slavery risks, and demonstrates our ongoing commitment to ethical recruitment, responsible sourcing, and continuous improvement.

2. Entity Structure, Operations, and Supply Chains

2.1 Reporting Entity

This Modern Slavery Policy Statement is made on behalf of Australia Personnel Global Pty Ltd.

2.2 Structure and Operations

APG operates as a national workforce management business with branches across metropolitan and regional locations in every Australian state.

Our core services include:

- Labour hire
- Permanent and casual temporary recruitment
- Maintenance and engineering solutions
- Work Health & Safety (WH&S) services

Because People Matter

- Accountability and reporting support
- Risk management services
- Human Resources (HR) and Industrial Relations (IR) consultancy

We partner with small to medium enterprises, government bodies, and multinational organisations across a wide range of industries, including:

- Civil, construction, and trades
- Manufacturing and industrial operations
- Warehousing, logistics, and distribution
- Agriculture and farming
- Transport and supply chain services
- Food and beverage manufacturing
- Corporate and professional services

2.3 Supply Chains

APG's supply chains fall primarily into two categories:

1. Supply of Personnel

- Sourcing, recruiting, onboarding, and placing workers in temporary and permanent roles for clients.

2. Supply of Goods and Services

- Procurement of goods and services required for our own operations, including office supplies, IT services, training providers, uniforms and PPE, cleaning services, and utilities.

3. Risks of Modern Slavery Practices

APG recognises that modern slavery risks can arise in any business that engages workers or suppliers, particularly where multiple parties are involved. While we have not identified any confirmed incidents of modern slavery within our operations or supply chains to date, we acknowledge the inherent risk that may exist.

The risk of modern slavery within APG's direct operations is assessed as relatively low. However, potential vulnerabilities may arise if standards are not consistently applied, including:

- Failure to identify breaches of employment conditions
- Exploitation of vulnerable workers, including migrant or visa holders
- Non-compliance with legal right-to-work requirements

Risks are more likely to arise within supply chains, including through:

- Engagement of unlicensed or non-compliant labour hire providers
- Suppliers providing cleaning, catering, or security services
- Suppliers of uniforms, PPE, and workwear
- Suppliers of industrial materials, equipment, or tooling used in higher-risk industries such as manufacturing, construction, mining, or agriculture

While most of APG's expenditure occurs within Australia—where modern slavery risks are generally lower—these risks are not eliminated, and appropriate due diligence is required across all engagements.

4. Actions to Assess and Address Modern Slavery Risks

APG adopts a proactive, risk-based approach to identifying, preventing, and addressing modern slavery risks across its operations and supply chains.

4.1 Governance and Policies

Our commitment is supported by a framework of policies, procedures, and governance mechanisms, including:

- Code of Conduct
- Whistleblower Policy
- WH&S induction and training programs
- Risk Management Plans (including operational, industrial relations, and crisis management risks)

These frameworks set clear expectations for ethical conduct, lawful employment practices, and compliance with all applicable legislation. We expect our suppliers and business partners to uphold equivalent standards.

4.2 Due Diligence and Risk Assessment

Candidate Vetting

- Verification of worker identity and legal right to work in Australia
- Compliance with applicable modern awards and enterprise agreements
- Robust payroll processes to ensure accurate and lawful payment
- No recruitment or placement fees charged to candidates

Supplier Due Diligence

- Contractual requirements for suppliers to comply with all applicable laws, including modern slavery legislation
- Ongoing assessment of supplier risk based on industry, service type, and geographic exposure

Risk Assessment

- Integration of modern slavery risk considerations into existing operational risk management processes
- Targeted due diligence for higher-risk suppliers and industries
- Progressive inclusion of modern slavery considerations within internal audit activities

4.3 Training and Awareness

APG provides training and awareness initiatives for relevant employees, particularly those involved in recruitment, candidate engagement, procurement, and supplier management. Training focuses on:

- Identifying indicators of modern slavery
- Understanding risk factors within labour hire and supply chains
- Escalating concerns through appropriate internal channels

Engagement initiatives such as surveys and knowledge checks reinforce key responsibilities and promote a culture of ethical awareness.

4.4 Grievance Mechanisms

Workers, candidates, and other stakeholders have access to mechanisms to raise concerns regarding unethical conduct or potential modern slavery risks. Reports can be made confidentially and, where possible, anonymously. APG is committed to protecting individuals who raise concerns in good faith from retaliation.

4.5 Stakeholder Engagement

We engage with clients and suppliers to promote responsible labour practices and encourage alignment with ethical sourcing principles. Our broader community engagement, including support for organisations such as Ronald McDonald House Charities, reflects our commitment to dignity, fairness, and social responsibility.

4.6 Remediation

If a potential or actual instance of modern slavery is identified, APG will take prompt and appropriate action. This may include:

- Investigating the concern
- Implementing corrective actions
- Supporting affected individuals
- Reviewing, suspending, or terminating supplier or client relationships where appropriate

5. Assessing Effectiveness

APG is committed to continuous improvement and regularly assesses the effectiveness of its modern slavery controls through:

- Internal reviews by relevant business units
- Audits of recruitment and supplier due diligence processes
- Monitoring legislative and regulatory developments
- Reviewing reports and trends from grievance mechanisms
- Engagement with suppliers regarding their own risk management practices

This policy and related procedures are reviewed periodically to ensure they remain effective and aligned with best practice.

6. Consultation Process

In developing this Modern Slavery Policy Statement, APG undertook internal consultation with key stakeholders across operations, human resources, risk management, procurement, and compliance. This process informed the identification of risks and the refinement of controls and actions.

7. Approval

This Modern Slavery Policy Statement has been approved by senior management of APG.



Dhaval Trivedi
General Manager

30th December 2025