



JOHNSTAFF



Johnstaff Modern Slavery Statement



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1. Introduction

Johnstaff is pleased to present its inaugural Modern Slavery Statement in conformance with the Australian Government's Modern Slavery Act 2018, covering the period of 1st January 2023 to 30th June 2023.

This Modern Slavery Statement sets out the actions to be taken by **Johnstaff** to minimise the risk of modern slavery in our operations and supply chain, and was approved by the Board of **Johnstaff** on 5th December 2022.

2. About Johnstaff

Johnstaff is a diverse management and delivery practice, which was established in 1991. We act as advisors, project managers, cost managers and construction professionals for both private and public sector clients. Our services are focused on the Health, Education, Research, Commercial, Aged Care and Transport sectors.

We have 250+ management professionals based in nine offices across Australia and New Zealand: Melbourne, Sydney, Brisbane, Perth, Geelong, Auckland, Wellington and Christchurch.

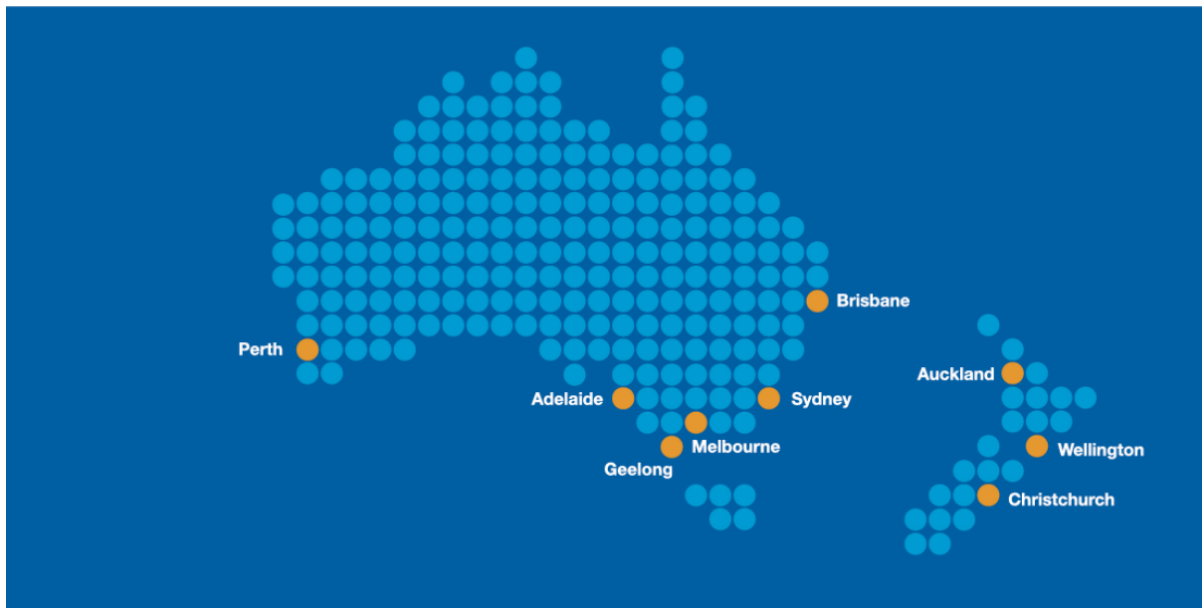


Figure 1: With nine offices, Johnstaff has a strong footprint across Australia and New Zealand.

The **Johnstaff** group of companies comprises the controlling parent company, Johnstaff Projects Pty Ltd, and trading subsidiaries comprising Johnstaff Projects (Vic) Pty Ltd, Johnstaff Projects (NSW) Pty Ltd, Johnstaff Construction Services (NSW) Pty Ltd, Johnstaff Projects (Qld) Pty Ltd, Johnstaff Projects (WA) Pty Ltd, Johnstaff Projects (NZ) Pty Limited, Johnstaff Advisory Pty Ltd and Johnstaff infrastructure Advisory Pty Ltd.



3. Identifying The Risks of Modern Slavery

Johnstaff recognises the importance of eradicating modern slavery and is committed to playing its part by implementing ongoing measures and monitoring in order to make a positive impact globally. In developing this Modern Slavery Statement the Board of **Johnstaff** undertook a modern slavery risk assessment process. The risk assessment sought to initially identify specific risks within **Johnstaff's** operations and supply chains in order to establish the most impactful actions.

We consider our supply chain comprises three main categories: **operational supply chain, professional consulting services supply chain and our construction services supply chain.**

3.1 Operational Supply Chain

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

3.2 Professional Consulting Services Supply Chain

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.

3.3 Construction Services Supply Chain

This supply chain includes equipment and material suppliers, some of whom import their goods from overseas, along with trade contractors that undertake on site construction services activities. Some of these trades, such as partitions contractors, are known to have multi-tiered supply chains which can result in a lack of visibility of employment practices and lawful treatment of workers.

4. Actions to be Taken to Assess and Address Risks

During the period to 30th June 2023 the Board of **Johnstaff** has committed to the implementation of a number of measures aimed at ensuring we are able to mitigate the risks of modern slavery in our supply chain. These include:

- Development of a Modern Slavery Policy for the purpose of ensuring all of our staff, suppliers and subcontractors are fully aware of **Johnstaff's** commitment to eradicating modern slavery, and the consequences of their failure to comply with the Policy;
- Review and amendment of our existing Whistle-blower Policy to ensure it provides the necessary grievance mechanisms for reporting of modern slavery concerns;
- Review existing **Johnstaff** employment agreements to ensure they fully comply with the requirements of the local employment laws in Australia and New Zealand;
- Review and amend **Johnstaff** procurement procedures to incorporate requirements for assessment of modern slavery risks as part of the procurement process before suppliers or subcontractors are engaged;
- Review and amend subcontract and supplier agreements to incorporate necessary modern slavery clauses and reporting procedures;



- Develop a Supplier/Subcontractor Self-Evaluation Assessment for use in our procurement processes to better understand the risks within our supply chain, and processes they have introduced to manage modern slavery risks; and
- Improve staff and management awareness of modern slavery risks and improvements to our systems through the development of an awareness program.

5. Monitoring and Review

Johnstaff will monitor the achievement of the commitments provided under this Modern Slavery Statement at our Board Meetings. Once the new policies or procedures introduced as part our commitments staff will be made aware of their new obligations. The ongoing compliance of staff with the new policies or procedures implemented will be undertaken as part of the internal audit processes already established under our certified Integrated Management System.

6. Consultation

The Board of **Johnstaff** remains committed to ensuring it consults the executive management teams of each of its subsidiaries in order to identify any new or changing risks associated with modern slavery in our supply chain.

Timothy McCue
Chief Executive Officer