

MEGT (Australia) Ltd Modern Slavery Statement 2025



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Message from the Chair

As a national provider of education and employment services, MEGT creates opportunities that change lives and strengthen communities. We are driven by the belief that every individual has the right to work in conditions that are safe, fair and respectful. Modern slavery and other forms of exploitation violate that right and stand in direct opposition to our values and mission.

Modern slavery is a global issue that hides within ordinary business activity. It affects people across industries, countries and supply chains, often in ways that are unseen but deeply harmful. As one of Australia's largest providers of employment, training and apprenticeship support services, MEGT recognises that we have a unique responsibility to prevent exploitation, particularly among young people entering the workforce and participants who may be more vulnerable to coercion or unfair treatment.

Our Group Training and labour hire model places us in a position of trust. We directly employ thousands of apprentices and trainees, many of whom are experiencing their first formal employment. We know that this creates a responsibility to ensure they are safe, supported and treated fairly at every stage of their journey. MEGT maintains strong oversight of every placement and applies safeguards to make sure apprentices and trainees are paid correctly, work under approved industrial instruments and have access to mentoring, pastoral care and grievance channels when needed.

Beyond our direct employment responsibilities, we recognise that modern slavery risks can also arise within complex supply chains such as the provision of cleaning services and the sourcing of technology infrastructure. MEGT continues to strengthen our supplier governance and procurement processes to identify, assess and respond to these risks.

Over the past year we have advanced our approach by increasing staff awareness through training, deepening engagement with suppliers and improving data visibility across procurement activities. We are building capability to detect risks earlier, respond more effectively and maintain transparency in how we operate.

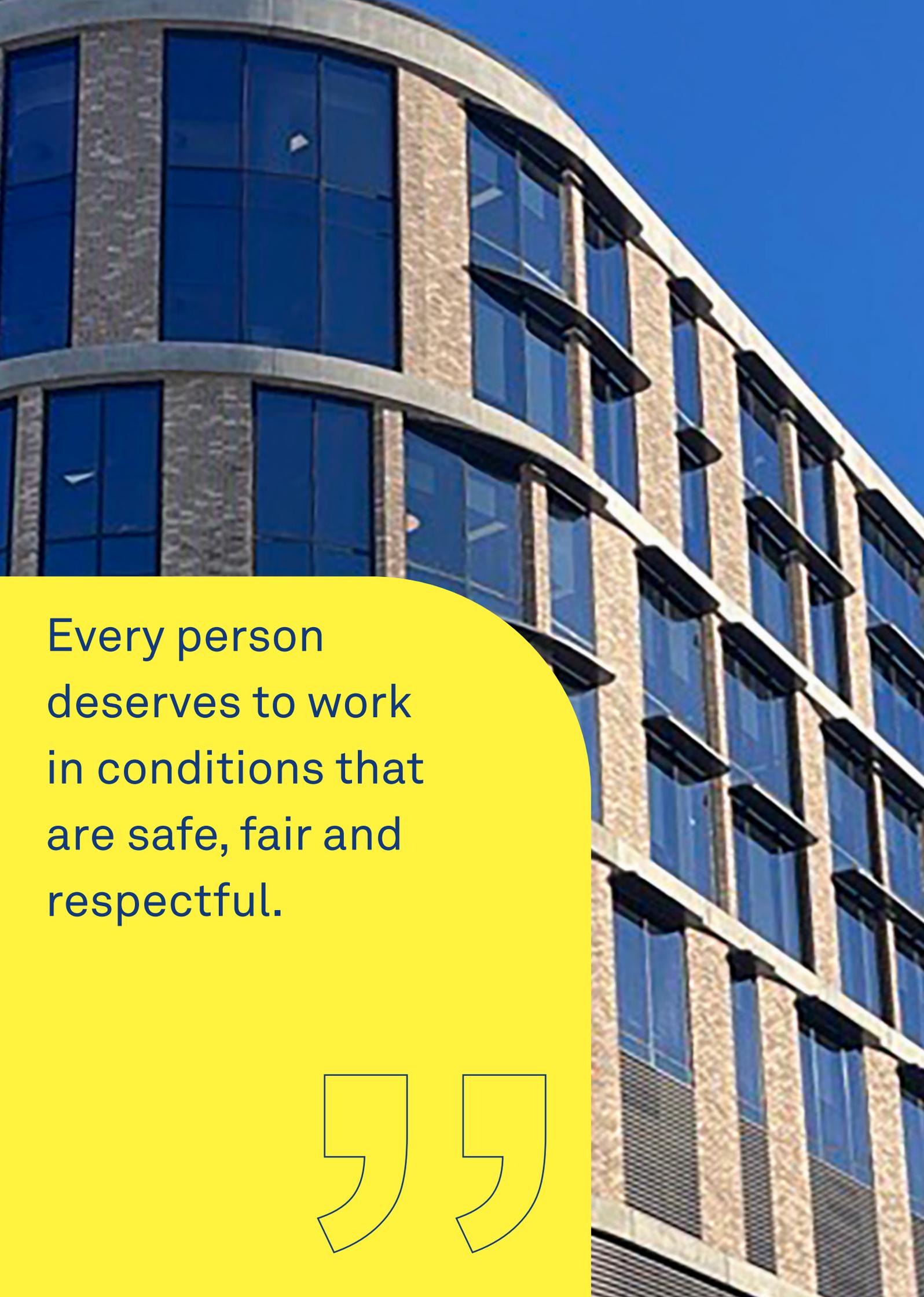
As a provider of employment and training services for young people, people with disability and other disadvantaged cohorts, MEGT recognises the heightened vulnerability of some participants to exploitation. Our safeguarding and compliance systems integrate modern slavery awareness with safety protocols, ensuring staff are trained to identify and report any indicators of coercion, exploitation or abuse within workplaces, training environments or supply chains.

Our journey is one of continuous improvement. We are proud of the progress made, yet we acknowledge that there is always more to do. As Chair of the MEGT Board, I reaffirm our commitment to strong governance, ethical business practices and the protection of human rights across all areas of our work. Together we will continue to uphold the highest standards of integrity, ensuring that every opportunity we create contributes to a fairer, safer and more inclusive society.

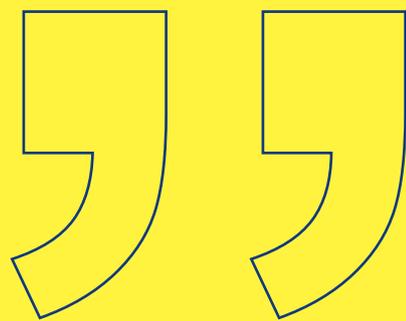


Peter Moore
Chair, MEGT (Australia) Ltd





Every person
deserves to work
in conditions that
are safe, fair and
respectful.



About MEGT

MEGT (Australia) Ltd ACN 006 266 280 (MEGT) is a not-for-profit company limited by guarantee, with registered charity status. Since 1982 we have delivered education, training and employment services that help individuals and communities thrive. Headquartered in Ringwood, Victoria, MEGT operates from more than 60 locations across Australia and employs over 650 people.

The MEGT Board of five non-executive Directors provides independent oversight of governance, finance and social impact. Three Board Committees support this work: the Remuneration and Governance Committee, the Finance and Audit Committee and the Strategy and Risk Committee. Modern slavery is monitored within MEGT's broader risk management framework through these governance structures.

Our mission is to deliver world-class employment and learning solutions that empower individuals and strengthen communities. Our vision – Life Changing, Lifelong Learning and Employment for All – guides our work and reflects our values. Our values underpin our approach to governance and ensure that all services are delivered safely, fairly and ethically.

MEGT delivers Australian Apprenticeship Support Services, Group Training and labour hire programs, Workforce Australia and Transition to Work employment services, and tailored disability employment supports under the National Disability Insurance Scheme. Through the MEGT Foundation, scholarships are provided to help disadvantaged women continue their education and careers.

Through these activities, MEGT plays a vital role in shaping fair and inclusive employment pathways across Australia.

During the reporting period, MEGT engaged 1,143 suppliers, the majority based in Australia. A small number of overseas suppliers provided software-related services. Procurement categories with higher potential exposure to modern slavery include information technology infrastructure, uniforms and protective clothing, and cleaning services. These areas remain subject to focused governance and supplier review.

60+

Locations across
Australia

650+

Employees

1,100

Suppliers

1982

Established 1982



United

Achieving greatness together



Savvy

Smart choices, smarter outcomes



Trailblazers

Pushing boundaries in pursuit of excellence



Thrive

Success, growth and wellbeing

Servicing Australia-wide for over four decades

1982



2025

As at 30 June 2025, MEGT's controlled entities include:

- MEGT Services Pty Ltd
- MEGT Education and Training Pty Ltd
- MEGT Education and Training Holdings Pty Ltd

Of these, only MEGT (Australia) Ltd and MEGT Services Pty Ltd were operational during the reporting period and covered by the reporting requirements of the Act.

Our commitment to governance

MEGT maintains a strong governance framework that promotes ethical conduct, transparency and accountability across all operations. Oversight of modern slavery risk is embedded within this framework and supported by clear lines of responsibility across the Board, Executive and operational teams.

The MEGT Board oversees all governance and compliance functions through its committees, which provide assurance over financial performance, strategic risk, and organisational conduct. Executive and senior leaders are accountable for identifying, assessing and managing modern slavery risks within their business areas and for ensuring that MEGT's values and legal obligations are reflected in everyday practice.

MEGT holds certification under ISO 9001 Quality Management Systems, ISO 27001 Information Security Management Systems and the Commonwealth Right Fit for Risk framework. These certifications reinforce our commitment to sound governance, secure systems and continuous improvement.

Our enterprise risk management framework provides structure for assessing, monitoring and reporting on risk, including those associated with modern slavery. The framework is reviewed regularly by the Risk Management Committee and the Strategy and Risk Committee to ensure controls remain effective and responsive to emerging issues.

Procurement governance is led by MEGT's Procurement and Contracts Manager, who provides guidance to staff on supplier engagement, ethical sourcing and contract management. The procurement intranet site gives staff access to MEGT's Modern Slavery Statements, supplier questionnaires and guidance materials to support consistent, compliant purchasing practices.

Awareness and capability are critical to preventing modern slavery. MEGT's Learning and Engagement team ensures that all employees receive mandatory modern slavery training during induction and at regular intervals thereafter. The training helps staff understand what modern slavery is, how to recognise potential warning signs, and how to report concerns. Updated training modules introduced in 2025 include new content on supply chain risk and ethical sourcing.

Together, these systems and controls reflect MEGT's ongoing commitment to operating responsibly, supporting human rights and ensuring that the people and partners we work with are treated with dignity and respect.

MEGT Certifications:



“MEGT’s governance ensures integrity and accountability in all decisions.”

Board



Committees



Executive



Operational Teams

Where we operate and who we work with

MEGT delivers employment, training and education services across Australia, supporting individuals, employers and communities through every stage of the employment journey. Our national footprint allows us to work with a diverse network of government agencies, businesses, host employers, training providers and community organisations. MEGT values long-term relationships with employers, training providers and community organisations that share our commitment to ethical and inclusive practices.

As a Group Training Organisation, MEGT directly employs apprentices and trainees and places them with host employers for on-the-job experience while they complete their formal training. This model supports thousands of young people and career changers to develop skills and gain meaningful employment. It also creates shared responsibility between MEGT and host employers to ensure safe and fair working conditions at every stage of placement.

Beyond our direct employment activities, MEGT delivers programs under the Workforce Australia and Transition to Work initiatives, providing employment services for job seekers across all age groups and backgrounds. We also provide tailored employment supports under the National Disability Insurance Scheme, helping people with disability to access and sustain meaningful work.

Our work relies on a broad and diverse supply chain. During the reporting period, MEGT engaged over 1,100 suppliers across categories such as facilities management, information technology, professional services, uniforms and protective equipment, and general operational support. While the majority of these suppliers are Australian based, a small number provide goods and services sourced internationally.

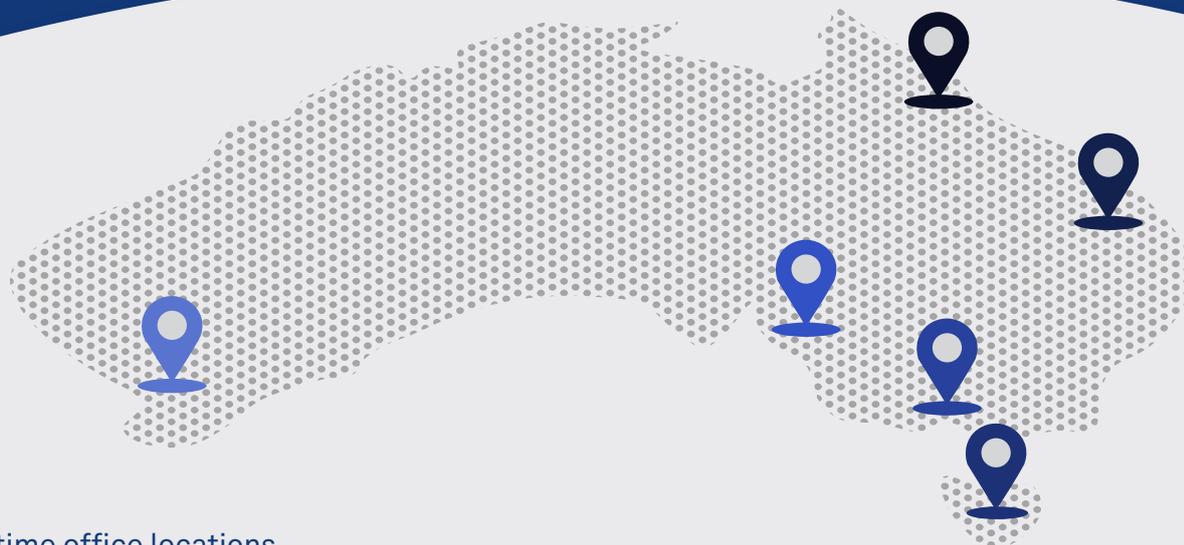
Understanding the structure and diversity of our operations and supply chain helps MEGT identify where modern slavery risks are most likely to arise and to apply targeted measures to manage them.

Apprenticeships | Workforce Australia | Transition to Work | NDIS Supports | MEGT Foundation

1,143 suppliers

99% Australian-based

Key categories: IT infrastructure, uniforms, cleaning



MEGT full-time office locations

WA

SA

VIC

NSW

QLD

TAS

Modern slavery risks

MEGT is committed to ethical conduct and integrity in all aspects of its work. We recognise that modern slavery can occur in many forms, including forced labour, deceptive recruitment, debt bondage and exploitation through poor working conditions. Identifying and managing these risks is an ongoing process that requires vigilance, collaboration and continuous improvement.



Operational

Staff and employment conditions

Labour hire and group training

Young workers / host employers

Supply chain

Goods and services procurement

Operational risks

The risk of modern slavery within MEGT's direct operations is considered low. All employees are directly engaged under compliant industrial instruments and covered by the National Employment Standards. MEGT maintains a dedicated People and Capability function that ensures fair employment practices, promotes diversity and inclusion, and provides training on respectful workplace behaviour.

We support a safe and inclusive workforce through initiatives such as the Reconciliation Action Plan and the Disability Inclusion Action Plan, and we regularly review our employment agreements to ensure they reflect current legislation and best practice.

Labour hire and group training risks

MEGT's Group Training and labour hire operations involve directly employing apprentices and trainees and placing them with host employers. This model creates additional responsibilities, as many participants are young or entering the workforce for the first time.

We recognise that these circumstances may increase vulnerability to unfair treatment or unsafe conditions if not properly managed.

MEGT applies strong controls to prevent exploitation and ensure compliance with industrial, safety and training obligations. These include:

- Verification of work rights and employment eligibility
- Payment under approved industrial instruments
- Registration of training contracts with state and territory authorities
- Regular site visits and workplace monitoring
- Access to mentoring, pastoral care and grievance mechanisms
- Immediate review and, where necessary, termination of host employer arrangements if risks are identified

These safeguards provide assurance that all apprentices and trainees are treated fairly, supported appropriately and employed in conditions that promote dignity and respect.



Supply chain risks

Modern slavery risks can also arise in complex supply chains where goods and services are produced across multiple countries and regulatory environments. MEGT's supply chain includes categories that may present elevated risk, such as cleaning, uniforms, technology and property maintenance.

To address these risks, MEGT restricts supplier engagement to authorised staff, embeds modern slavery compliance in onboarding processes and requests supplier questionnaires from new or higher-risk vendors. Ongoing supplier engagement, training and oversight help ensure expectations are understood and consistently applied.

Continuous improvement

Modern slavery risk management is an ongoing process. MEGT continues to strengthen its internal capability, refine procurement procedures and build awareness among staff and suppliers. Our focus remains on early identification, transparent reporting and collaboration to reduce risk throughout our operations and supply chain.

“Modern slavery involves coercion, threats or deception that exploit people and deny them freedom”.



Actions and safeguards

MEGT takes practical steps to ensure that modern slavery does not occur within its operations or supply chain. Our approach combines preventative controls, staff capability, supplier due diligence and clear processes for remediation where concerns arise.

Labour hire and group training safeguards

MEGT's direct employment model for apprentices and trainees includes a strong framework of safeguards to protect participants. Key measures include:

- Pre-placement health, safety and workplace assessments
- Verification of work rights and eligibility
- Payment under approved industrial instruments and transparent payroll systems
- Regular site monitoring by MEGT field staff
- Access to mentoring, counselling and grievance pathways
- Escalation and review processes where workplace risks are identified

These measures ensure that all apprentices and trainees are employed in safe, fair and lawful conditions, and that any concerns are acted upon quickly and effectively.

Support for vulnerable participants

Participants in programs such as School Leaver Employment Supports (SLES) and other disability employment initiatives may face additional barriers to speaking up or understanding their rights. MEGT provides one-on-one mentoring, tailored equipment, and access to advocacy and feedback channels to ensure all participants are safe and supported. Employers engaging through these programs receive guidance and education on their responsibilities when working with young or vulnerable individuals.

Procurement and supply chain controls

Modern slavery risk in procurement is managed through layered controls and transparent supplier engagement. These include:

- Evaluation of all new suppliers against compliance checklists
- Authority limits that restrict supplier engagement to approved financial delegates
- Ongoing review of supplier performance and grievance mechanisms
- Enhanced scrutiny of high-risk categories such as cleaning, technology and uniforms
- Escalation and corrective action plans where non-compliance is identified
- Termination of supplier relationships if risks cannot be resolved

This approach promotes transparency, accountability and continuous improvement across MEGT's procurement activities.



Measuring effectiveness

MEGT evaluates the effectiveness of its actions through ongoing governance and assurance processes.

- **Operational oversight:** Field officers conduct workplace visits and report outcomes through MEGT's compliance and safety systems.
- **Procurement review:** The Risk Management Committee receives quarterly updates on supplier screening, contract compliance and identified issues.
- **Policy and training review:** Modern slavery training completion rates and feedback are monitored through MEGT's learning system to ensure staff capability remains current.
- **Continuous improvement:** Findings from audits, reviews and stakeholder feedback inform updates to policies, procurement practices and staff guidance materials.

These mechanisms provide qualitative and quantitative insight into how well MEGT's actions are working and where additional improvement is required.

Building capability and awareness

MEGT supports all employees involved in procurement or program delivery through regular training and access to resources on ethical sourcing and supply chain risk. Modern slavery content is incorporated into induction and refresher training to ensure awareness across all business areas.

MEGT also engages externally with procurement networks, industry forums and training providers to stay informed of developments and share learning across sectors.

Policy and procedure improvement

MEGT's policies and procedures are reviewed regularly to reflect evolving regulatory expectations and emerging risks. Our Code of Conduct, Equal Opportunity Policy and Procurement Guidelines all reinforce ethical practice and support a culture of accountability.

Remediation and response

If modern slavery or related concerns are identified, MEGT acts promptly to assess, respond and prevent further harm. All reported incidents are escalated to Executive Management and, where necessary, the Board Chair. Remediation may include coordinated support for affected individuals, corrective action plans, or termination of contracts where issues cannot be resolved.

These combined actions reflect MEGT's commitment to responsible operations, transparent relationships and the ongoing protection of human rights throughout our activities.



Looking ahead and approval



Looking ahead

MEGT recognises that addressing modern slavery risks is an ongoing responsibility that requires continual attention and improvement. Our focus for the coming year is to further strengthen the systems, capability and relationships that support ethical practice across every area of our work.

Key priorities include:



Governance and Oversight

Enhancing the monitoring and review of modern slavery risk through Board and Committee reporting.



Capability and Culture

Continuing to build staff awareness and confidence in identifying and managing modern slavery risks.



Supplier and Operational Controls

Refining supplier engagement, due diligence and contracting processes to promote ethical conduct.



Systems and Reporting

Improving data collection and reporting to better measure effectiveness and inform decision-making.

Our progress will be monitored through governance reporting and included in future Modern Slavery Statements to ensure transparency and accountability.

Reporting and feedback

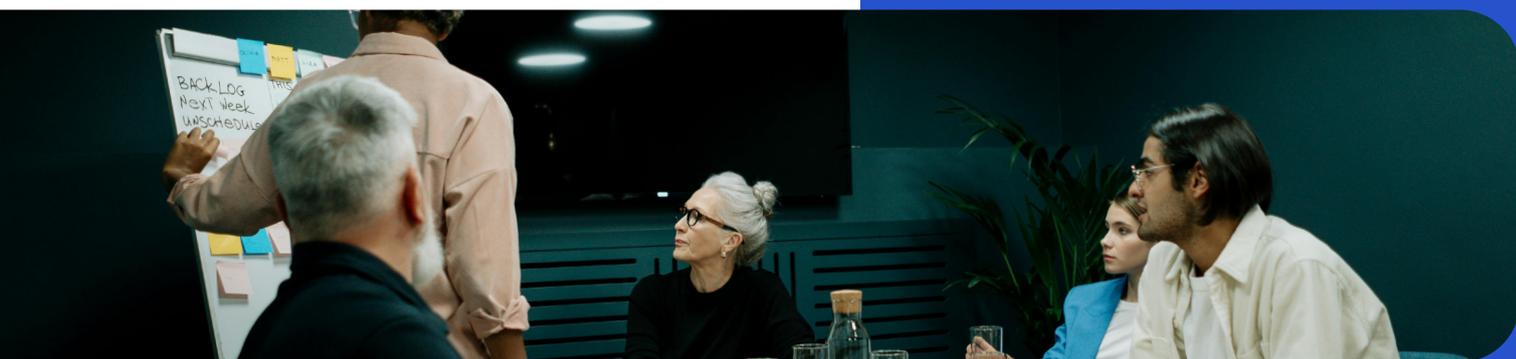
MEGT encourages anyone who has concerns about potential modern slavery, unethical conduct or breaches of policy to raise them safely and confidentially. Reports can be made under MEGT's Whistleblowing Policy, and through program-specific safeguarding channels, available to current and former employees, contractors, participants, suppliers and other stakeholders.

All reports are treated seriously and handled in line with MEGT's governance and investigation procedures. Information on how to make a report is available through the MEGT intranet and public website.

Consultation

Preparation of this Statement involved collaboration across MEGT's operational and governance functions, including Finance and Procurement, People and Capability, Program Delivery, and the Office of the CEO, to ensure consistency of understanding and alignment across MEGT's operations and controlled entities.

This consultative process supports a shared commitment to preventing modern slavery and maintaining transparency in how MEGT manages its obligations.



Approval

The Statement was reviewed by the Remuneration and Governance Committee and approved by the Board of MEGT (Australia) Ltd on 26/11/2025.

It has been signed by **Peter Moore, Chair of the Board**, as the responsible officer of MEGT (Australia) Ltd.

This Statement has been approved by the Board of MEGT (Australia) Ltd and submitted to the Australian Modern Slavery Statements Register.

Peter J Moore

Peter Moore

Chair, MEGT (Australia) Ltd
26/11/2025.