



Modern Slavery Statement

Prosegur Australia Pty Ltd



From the Managing Director of Prosegur Australia

Prosegur Australia Pty Ltd (**Prosegur**) last year celebrated its 75th anniversary as a provider of cash in transit (**CIT**) services to the Australian community. Throughout our history we have ensured the wellbeing and rights of our people are our top priority. As one of Australia's largest cash in transit businesses, we take seriously our responsibilities to pay healthy pay rates, entitlements, and duty of care to our network of employees and suppliers.

Beyond our Australian operations, we have been very much cognisant of our responsibilities to human rights throughout our supply chain. That's why we are proud to demonstrate our commitment to eliminating the risks of modern slavery in our supply chain and local network through this Modern Slavery Statement.

This Statement underscores our core values, responsibility and commitment to eradicating human rights violations across our supply chain and operations. It identifies our risk areas, and outlines the systems, processes and protections we have integrated into our business model and operations to minimise the exploitation of people for personal or commercial gain, in accordance with Australia's Modern Slavery Act.

The last two years have been marked by numerous challenges and unpredictable events that impacted the global economy, raising awareness of the need to protect workers from exploitation throughout global supply chains. As such, Prosegur is taking a far more rigorous approach to procuring suppliers for our products and services. This includes establishing an Ethical Sourcing Policy, a Human Rights Policy and a supplier risk register. Our Ethical Sourcing Policy is based primarily on Ethical Trade Initiative (ETI) and International Labour Organisation (ILO) Conventions. Within our local operations, we have prioritised the health and welfare of our workers by implementing stringent safety measures and helping our people to transition to remote working, if they can.

We believe it is important to remain transparent and communicate our progress to the public. We will build upon our Modern Slavery Statement over the coming years by continuously improving our sourcing practices and human rights policies.

Prosegur is optimistic that its Modern Slavery Statement will contribute to the protection of workers by mitigating modern slavery risks in our supply chain.

Mike Shipton

Mike Shipton, Managing Director, Prosegur

Prosegur Australia – Modern Slavery Statement

This statement is made pursuant to the Modern Slavery Act 2018 (Cth) for the financial year ending 31 December 2021. This statement was approved by the Board of Prosegur Australia Pty Ltd A.C.N. 004 247 358 on 15 June 2022.

Prosegur – Modern Slavery Statement

This Modern Slavery Statement is submitted by Prosegur Australia Pty Ltd A.C.N. 004 247 358

OUR COMMITMENT

Prosegur is committed to the continuous improvement actions that need to take place to ensure there is no modern slavery in our supply chain. This is our first statement regarding Modern Slavery to fulfill our obligations in respect of the Modern Slavery Act 2018. It will be the foundation we continue building on each year to ensure we are taking all the necessary steps to prevent the exploitation of any vulnerable workers in our supply chain.

ABOUT US

Having previously been the Brambles Armoured division, and the Chubb Cash in Transit division, the business was purchased by Prosegur Compania de Seguridad S.A. in December 2013. Prosegur's parent company is the second largest CIT operator in the world, with operations on six continents, nearly 5000 vehicles and over 155,000 employees. We are a global company with a local focus and take our compliance with regulations across workplace and modern slavery seriously.

OUR STRUCTURE, OPERATIONS AND SUPPLY CHAINS

In Australia, Prosegur operates over 200 vehicles and has over 1000 employees who service Australian businesses nationally. We are committed to the workplace safety, wellbeing and fair reward of our employees. Prosegur does, and always has, paid at or above award rates of pay and ensures that standards and conditions are sustainable for our employees. Prosegur is the only industry operator to mandate usage of personal body armour across our armed workforce and continue to mandate personal body armour at significant cost to the business in the interests of the safety of our employees.

We are present in 26 locations across every state and territory and play a vital role in bringing jobs and ensuring the availability and security of cash in regional and remote locations. We operate as far and wide as Port Hedland and Kalgoorlie in Western Australia, to Hobart in Tasmania and across Far North Queensland. We provide CIT services to locations where literally no other provider does, including Thursday Island, Bass Island, Nhulunbuy, Weipa and Coober Pedy.

Like most labour-intensive industries, we use contractors and labour hire under certain circumstances which include:

- Covering in staff shortages, particularly in remote areas
- Contractors for some transport tasks
- More than 95% of our CIT business is now undertaken by directly employed staff. Where we do outsource work our suppliers undergo an audit to ensure they comply with fair work and occupational health and safety laws.

MODERN SLAVERY RISK AREAS IN OUR OPERATIONS AND SUPPLY CHAINS

Prosegur does not underestimate the impact modern day slavery could have on our supply chain and the severe implications it could have on us as an organisation. We are a service based organisation where our employees are our backbone.

As we are a service orientated business, our modern slavery risk areas are in the following areas:

- 1) **Contractors**
Used to fill in gaps in our network, the guards and other workers undertaking this work are sourced through agreements with outside agencies. The risk here is that whilst we pay a fair rate to the agent for the services, we may not have visibility that the guards are paid in accordance with the respective Award.
- 2) **Labour Hire**
As with Contractors, the risk is that whilst we pay a fair rate to the Labour Hire provider, this is not passed on to the worker.
- 3) **Vendors we liaise with to manufacture specific products where the manufacturing occurs in high risk countries, for example, uniforms. Typically, these are low labour cost countries who unfortunately have a questionable history regarding human rights.**

OUR RESPONSE & COMMITTED ACTIONS TO ASSESS AND ADDRESS THESE RISKS

At Prosegur we are aiming to be transparent in our list of actions we will set out each year to make progress as an organisation to minimise and ultimately eliminate risk of modern slavery in our supply chain. The intent of this initial statement is to outline the foundations our work in this space will be guided by. All subsequent annual statements will build on the progressive actions that are committed to year on year.

Our first step has been to map out our vendor risk profiles in respect of human rights violations and modern slavery. This will help shape our path forward. Our approach remains consistent and consist of the following:

- 1) Implementing our Ethical Sourcing Policy and Human Rights Policy and ensuring all suppliers undertake to comply with it.
- 2) Analysing and establishing a risk profile for modern slavery of our current vendor base.
- 3) Maintaining a supplier risk register
- 4) A working group which continues to monitor, assess and roll out our plans which include all suppliers signing up to our Ethical Sourcing Policy.

Taking the above approach and putting it into practice in our key risk areas, we will do the following:

Contractors / Labour Hire Companies

- Provide them with a read and acknowledge certification that they are not in breach of the Modern Slavery Act
- Conduct an audit of all contractors/labour hire companies.

Vendor that manufacturer overseas for us

- Communicate our Ethical Sourcing and Human Rights Policies
- Get them to provide details of how they ensure there is no slavery/human rights violations in their production or supply chain on an annual basis
- Where a supplier is unable to demonstrate compliance with the Prosegur Ethical Sourcing Policy, Prosegur reserves the right to terminate the supply agreement.

Our employees

- Read and acknowledge our Ethical Sourcing and Human Rights Policies regularly.
- Track their completion

Procurement

- All tenders to include our Ethical Sourcing and Human Rights Policies that need to be accepted by the participants in that process.

HOW WE MEASURE THE EFFECTIVENESS OF OUR ACTIONS

The ultimate measure of the effectiveness of our actions will be slavery being non-existent in any of our supply chains.

In 2022/2023 we will be formulating KPIs to measure our success including:

- Compliance with Modern Slavery Statement by Suppliers (%)
- Frequency of audits of suppliers, in particular sub-contractors and labour hire companies
- Audits

OUR FY23 PRIORITIES

Our goal for FY23 is to ensure that the above-mentioned steps are implemented, and we work as an organisation to minimise and eliminate risk of modern slavery in our supply chain. This focus will be on the high-risk category vendors to begin with, but our goal is to have a standardised approach across our entire vendor base.