



THE ADECCO GROUP

# MODERN SLAVERY STATEMENT 2021

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 2020.



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# About Adecco Group Australia

“Making the future work for everyone”

Our vision is to ensure that people across the globe are inspired, motivated, trained and developed to embrace the future of work. This means to be in environments where they are empowered to thrive, stimulated to succeed and given every chance to make their individual futures better and brighter than ever before. Our key services are:



Temporary Staffing



Permanent Placements



Workforce Solutions



Total Talent Solutions



Talent Development



Technology Consulting



Career Transition



Up-skilling and Re-skilling

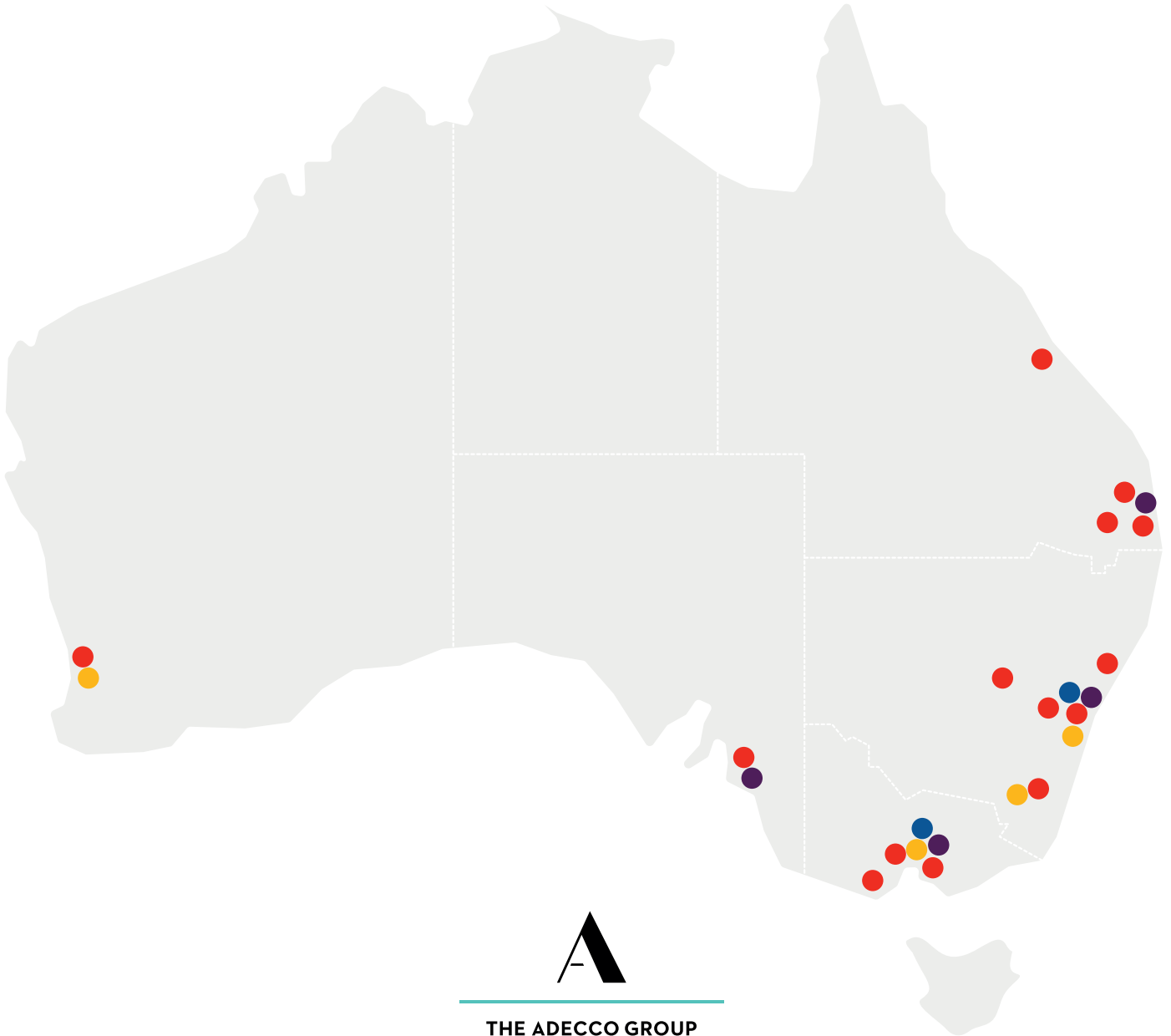
Aligned with the global Adecco Group of companies (The Adecco Group (SWX: ADEN)), Adecco Group Australia has a zero-tolerance approach to modern slavery and human trafficking within our business and supply chain. As the world’s leading talent advisory and solutions company providing 360° solutions to individuals and organisations to successfully navigate through the entire work life cycle, ensuring respect for human and particularly labour rights is a fundamental part of how we operate. We lead by example, creating shared value that meets social needs while driving business innovation.





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# Our Operations



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# Our Supply Chain

Spend and supply chain management is decentralised across The Adecco Group's various geographies and entities. In Australia, we seek to consolidate suppliers across our local entities. All potential suppliers must complete a due diligence questionnaire (including questions relating to their supply chain and any modern slavery risks) and adhere to Adecco Group Australia's Supplier Code of Conduct.

As a leading provider in talent advisory and solutions, key categories of spend include marketing, technology and business services to support front and back office operations.

## 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 and engage with candidates and prospective clients.

## Technology

We engage technology providers to maintain and deliver software, platforms and IT professional services to assist with the providing services to clients, candidates, contractors and employees.



## Business Services

We utilise business and professional services to support internal operations and employees including engaging auditors, external legal providers, property leases and maintenance and office supplies including cleaning and stationery.



# 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. 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. In considering risks that may possibly cause, contribute and/or be directly linked to modern slavery practices and risk factors such as types of products and services, geographic locations and business models, Adecco Group Australia identified the following areas:



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



**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 and in undertaking a greater understanding of modern slavery in Australia - it is evident that Australia is not free from modern slavery risks. 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 on the next page.



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

Prior to the Act, Adecco Group Australia maintained and followed a procurement policy to ensure supplier due diligence was completed with rigour and care. This procurement policy and supplier code of conduct was reviewed after the introduction of the Act and will continue to be reviewed on an annual basis to ensure compliance with the Act and our corporate position.

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 2020, Adecco Group Australia commenced a supplier rationalisation project. As part of this project, 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 can 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.

We acknowledge that reviewing, analysing, addressing and preventing modern slavery risks in our operations and supply chains are ongoing activities. It is important 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 building awareness of modern slavery and providing avenues to report any risks or concerns.

In January 2020, Adecco Group Australia updated its Whistleblower Protection Policy to outline protections a person who reports a wrongdoing will receive and to encourage reporting. We promote a culture of speaking up and the Adecco Compliance & Ethics (ACE) Reporting Tools have been designed to assist with the reporting of actual or potential violations of the law, code of conduct, policies or procedures. The Adecco Group ensures that reports may be made 24/7 via the ACE hotline or ACE Reporting Line, including anonymous reports if required.

Looking forward, we commit to undertaking continuous and ongoing assessment of our supply chain as we partner and educate our service providers and business operations.

## 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 Team by the local procurement and legal teams.

This Statement was approved by the board of directors on 3 June 2021 and is made pursuant to the *Modern Slavery Act 2018* (Cth).

Preeti Bajaj  
CEO  
The Adecco Group Australia





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