



THE ADECCO GROUP



MODERN SLAVERY STATEMENT 2023

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 2022.



THE ADECCO GROUP

About The Adecco Group

The Adecco Group's mission is **making the future work for everyone**. Our Future@Work strategy launched in January 2021 focuses on meeting the demands of a changing world by providing 360° work life cycle solutions across our three Global Business Units:

Adecco

AKKODIS

LHH

As one of the world's leading talent solutions and advisory company operating in 60 countries, The Adecco Group's success relies on our ability to adapt to the ever-changing social and economic work landscape and to meet the demands of our clients and customers. Building on our Future@Work Strategy, The Adecco Group's plan to unleash our full potential in 2022 and beyond is called **Future@Work Reloaded**. Our 3 company-wide levers to Simplify, Execute and Grow aims to enable sustainable and lifelong employability for individuals and empowers our clients to optimise their talent needs and organisational models to achieve their goals.

The Adecco Group does not compromise on compliance with any applicable laws and regulations. Expectations of a company's business conduct are not just shaped by national laws and regulations, but increasingly by international standards and conventions. We are proud that **we were the first in our industry to sign the United Nations Global Compact**, which lays out ten fundamental principles in the areas of human rights, labour, environment and anti-corruption. We are committed to the principles set out in international conventions, such as the International Bill of Human Rights and the core labour conventions of the International Labour Organization (ILO), including for example, its Declaration on Fundamental Principles and Rights at Work. The Adecco Group is also fully committed to contributing directly to the achievement of the United Nations Sustainable Development Agenda.

Declaration on Fundamental Principles and Rights at Work

- Freedom of association and the effective recognition of the right to collective bargaining
- Elimination of all forms of forced or compulsory labour
- Effective abolition of child labour
- Elimination of discrimination in respect of employment and occupation as a means to ensure decent working conditions

The Adecco Group in Australia

Aligned with the global Adecco Group of companies (The Adecco Group (SWX: ADEN)), The Adecco Group Australia has a zero-tolerance approach to modern slavery and human trafficking within our business and supply chain. This is our third Statement for Australia covering the following entities:

Adecco Holdings Pty Ltd*
Adecco Australia Pty Ltd
Adecco Industrial Pty Ltd
Advara Pty Ltd*
Akkodis Australia Consulting Pty Ltd

Akkodis Australia Talent Pty Ltd
Lee Hecht Harrison Pty Ltd*
Pontoon Australia Pty Ltd*
TAD Pty Ltd*
Spring Group Australia Pty Ltd*

*Voluntary reporting under the Act



Our Operations in Australia



Temporary Staffing



Permanent Placements



Workforce Solutions



Technology Consulting



Total Talent Solutions



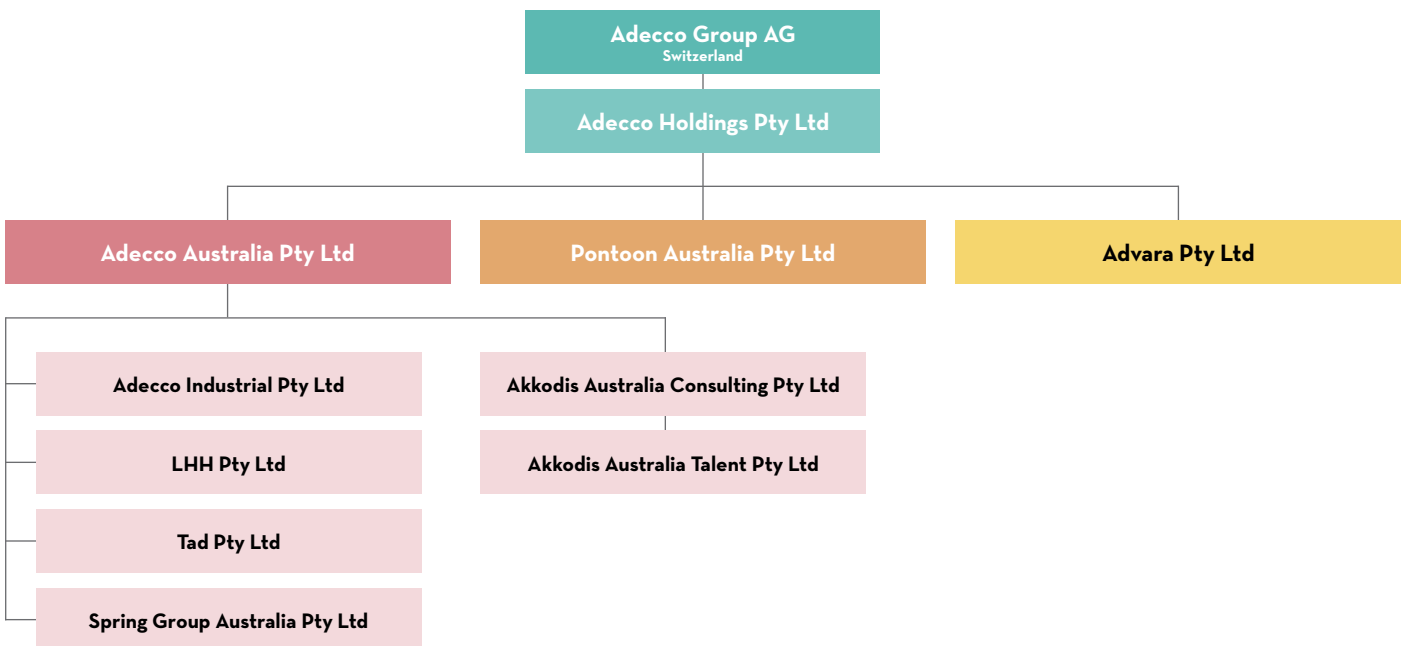
Talent Development



Career Transition and Coaching



Upskilling and Reskilling





Our Supply Chain

Unlike some regions where The Adecco Group operates, we have a centralised Procurement and Property function in Australia. In 2022, a greater focus was placed on cost management and transparency of supplier engagement while strengthening the activities undertaken in 2021. In 2021, a key focus was strengthening our due diligence during the procurement process, with Adecco Group Australia's procurement policy mandating that due diligence must be performed on all vendors. This included:

- verifying if the potential vendor must report under the *Modern Slavery Act 2018* (Cth);
- assessing policies and processes the vendor may have in place to identify, investigate and remedy the risk of any instances of modern slavery;
- understanding and identifying any direct or indirect suppliers or subcontractors the vendor may be engaging which is critical for the supply of goods and/or services to Adecco Group Australia, including the primary country of operation; and
- ensuring compliance to Adecco Group Australia's Code of Conduct.

KEY SUPPLIER CATEGORIES

Technology and Hardware

As a technology enabled company, we engage external technology providers to maintain and deliver software, telecommunication and professional services to assist with providing services to our clients, candidates, contractors and employees.

Property

The Adecco Group does not own any premises in Australia and rents all office sites.

Marketing

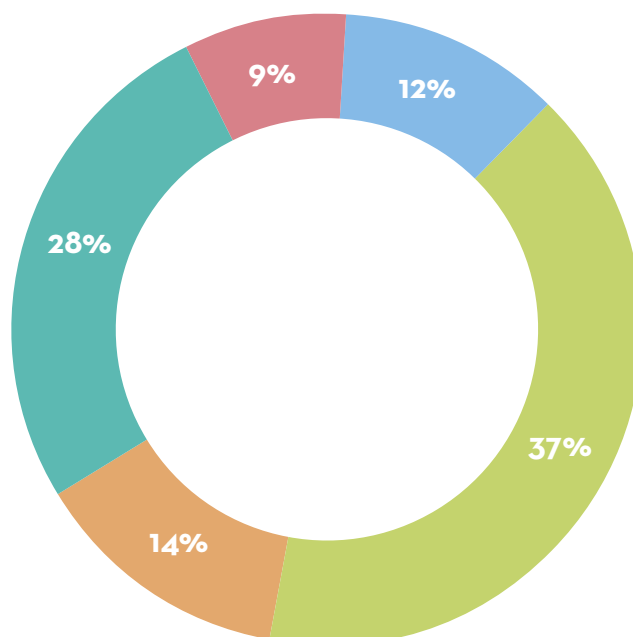
As a talent advisory and solutions provider, we invest in a broad range of digital media channels and partner with creative agencies to connect, attract and engage with candidates and prospective clients.

Business and Office Services

We utilise business and professional services to support internal operations and employees including engaging auditors, external law firms, advisory services and maintenance and office supply providers (encompassing provision of cleaning, catering and stationery).

Recruitment Services

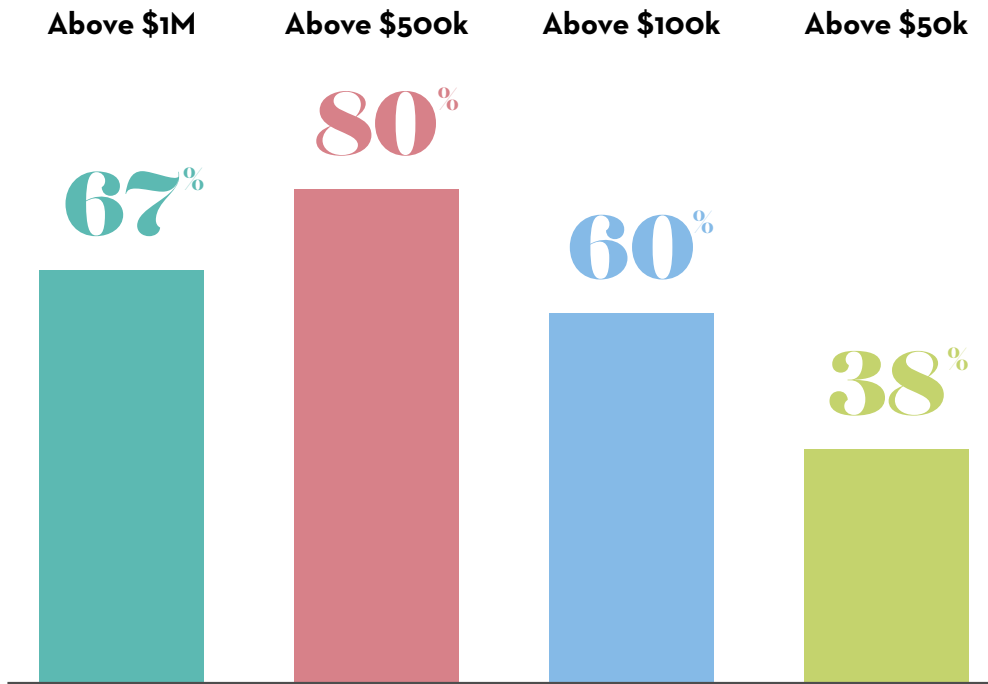
As a recruitment provider, we provide screening services (including drug and alcohol checks and police checks) and PPE.





Approximately 50% of Adecco Group Australia's suppliers are subject to the Modern Slavery Act 2018 (Cth) which is a 10% increase compared to 2021:

OUR KEY SUPPLIERS WHO MUST REPORT UNDER THE ACT BASED ON OUR SPEND



We expect our suppliers to agree and adhere to our ethical standards for doing business. These standards outlined in our Code of Conduct require (without limitation) suppliers to:

- refrain from holding a person in slavery or servitude or requiring a person to perform any form of forced or compulsory labour;
- not arrange or facilitate the trafficking of any persons;
- not purchase materials or services from companies who use involuntary labour or participate in human trafficking;
- operate in accordance with the United Nations Universal Declaration of Human Rights (“UN UDHR”), and the fundamental human rights and labour rights as articulated by the International Labour Organisation (“ILO”);
- treat and reward employees equally on the basis of the characteristics of their work and the intensity of their effort;
- provide, while taking into account the specific dangers of the relevant sector, for safe, hygienic, and healthy working environments for their employees;
- provide, as a minimum, rates of pay at the national legal standards; and
- act in accordance with applicable national and regional laws and regulations at all times.

In addition, we require key suppliers to commit to

- developing and maintaining policies and procedures to avoid engaging in modern slavery;
- notifying Adecco Group Australia promptly upon becoming aware of any complaint or allegation that the supplier has engaged in modern slavery; and
- providing prompt assistance and information where requested from Adecco Group Australia from time to time.



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. As a talent solutions provider, we have additional responsibility when it comes to human rights, especially labour rights - both towards our own colleagues, and towards the individuals whom we offer access to work with through our clients.

Adecco Group Australia is committed to promoting and maintaining a diverse and inclusive culture of respect and equal opportunity. 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. We consider that certain risk factors may possibly cause, contribute and/or be directly linked to modern slavery practices, these risk factors include, particular types of products and services, geographic locations and business models. The following key areas will continue to be a priority for Adecco Group Australia in 2023:



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



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. 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 which are detailed on the next page.



Landlords. Our efforts have been focused on suppliers providing key services and goods to Adecco Group Australia. As a company that relies on leasing all its premises nationally, we also need to turn our attention to potential risks of modern slavery when selecting an office site and undertake due diligence on landlords.



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

In 2020, Adecco Group Australia commenced a supplier rationalisation project. As part of this project, existing 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 were positioned to 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. This was a positive foundation for Adecco Group Australia in its efforts to address modern slavery risks in 2021 and 2022.

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 2021, additional actions taken to address risks of modern slavery practices in our operations and supply chains included:



Establishing a Modern Slavery e-Module for training employees that provides information about the Act, our response and key risks to look out for.



Utilising a SaaS Procurement Performance Management Software to track past, existing and potential suppliers.



Procurement Roadshows to drive engagement and awareness of the importance of understanding our supply chain and due diligence.

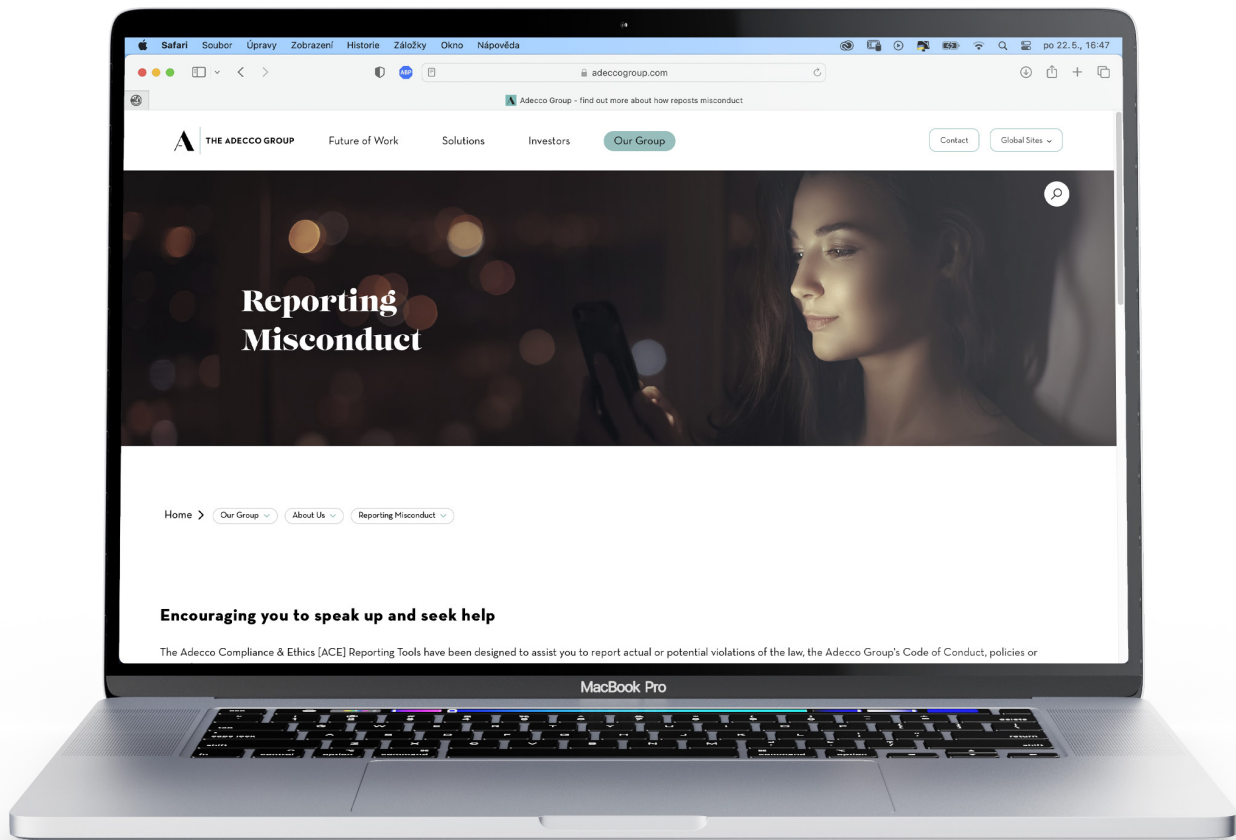
In 2022, we continued our efforts to educate the business, collaborate with our global procurement team, further rationalise our suppliers and ensure greater due diligence and compliance through our internal audit function. In 2023, we seek to meet regularly with suppliers and further understand their supply chain.



As highlighted in our previous Modern Slavery Statements, we promote a culture of speaking up within our organisation. The Adecco Compliance & Ethics (ACE) Reporting Tools assist with the reporting of actual or potential violations of the law, code of conduct, policies or procedures. Adecco Group Australia ensures that reports may be made 24/7 via the ACE hotline or ACE Reporting Line, including anonymous reports if required via www.adeccogroup.com/our-group/about-us/reporting-misconduct/. To ensure employees are equipped to manage any reports of misconduct, Integrity & Compliance Officers undertake training for conducting workplace investigations and have access to toolkits to assist with preparing for and resolving allegations of violations of our Code of Conduct and/or Group Policies.

We acknowledge that reviewing, analysing, addressing and preventing modern slavery risks in our operations and supply chains are ongoing activities. We continue to regularly review existing suppliers and undertake due diligence before onboarding any new suppliers, and have a separate team perform internal audits to ensure compliance with our processes and standards. 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 build awareness of modern slavery and provide avenues to report any risks or concerns.

Looking forward, we remain committed to undertaking continuous and ongoing assessment of our supply chain as we partner and educate our service providers, employees, clients and support business operations.





Assessing the effectiveness of our actions

The Adecco Group have numerous commitments, policies, procedures and corresponding training that translate these global standards into applications for our local business. This includes but is not limited to:



The risk of modern slavery and human trafficking within Adecco Group Australia is mitigated by the existence of our global and local policies, together with the knowledge and skill of our employees. By assessing key risks in our supply chain and undertaking thorough due diligence, we have systems and processes in place to:

1. Identify and assess potential risks in our supply chains by requesting suppliers to complete a Supplier Due Diligence Questionnaire and provide information which allows us to assess and determine the level of risk.
2. Audit prospective and existing suppliers based on the level of perceived, potential and actual risks.
3. Mitigate the risk of slavery and human trafficking occurring in our supply chains by raising awareness with our suppliers.
4. Protect whistleblowers by providing a confidential hotline available 24/7 and undertake independent investigations.

In assessing the effectiveness of our actions, Adecco Group Australia have multiple functions dedicated to ensuring compliance with laws, policies and processes across the business and communicating expectations that everyone is responsible for doing the right thing. We further commit to building on our actions each year to prevent modern slavery and human trafficking. Following a review of the effectiveness of the actions we have implemented, we intend to:

1. continue providing accessible training to employees to raise awareness and understanding of this topic and our obligations;
2. progress our dialogue with our clients and suppliers by offering support, information and regular meetings; and
3. continue to assess potential suppliers and re-assess existing suppliers to ensure compliance.



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 Leadership Team by the local procurement and legal teams.

This Statement was approved by the board of directors on 16 June 2023 and is made pursuant to the *Modern Slavery Act 2018* (Cth).

Nicholas Lee
Adecco Chief Executive Officer
and Country President (Australia)

Andrew Virgona
VP Finance

Candice Gin
Head of Legal and Compliance

Prudence Jacobson
Group Head of Procurement
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**MODERN
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STATEMENT
2023**