



MODERN SLAVERY STATEMENT 2025

Work, Together.



OUR COMMITMENT

As a part of one of the world's most respected recruitment organisations, the Synergie Group continuously reaffirms its commitment to the highest standards of ethical conduct and integrity.

Since commencing our Australian operation in 2012, we have remained true to a service offering that places our employees first. In our industry, labour hire employees are more than a resource for our client partners, they are the backbone of our ability to continue to provide quality service.

Understanding this, we continuously look for ways to help our temporary employees to succeed – whether this means upskilling in their current posting or achieving permanent employment in their chosen field. Our candidate-first approach to work within the recruitment and labour hire industry has seen our organisation become a trusted partner in the local employment market.

Following on from our successful expansion in 2024, and our first Modern Slavery statement, the Synergie Group has gone on to acquire an additional business, Synergy People. This acquisition has provided us with the opportunity to undergo a companywide rebrand and to introduce ourselves to the market as Synergie Australia.

With this, our second Modern Slavery statement, we present our ongoing efforts to identify and address the risk of modern slavery and human trafficking in our business dealings and within our operations and supply chains.

We note that our local efforts to combat modern slavery are a component of the CSRD initiatives of the wider initiatives of Synergie globally. Along with our EcoVadis accreditation and commendations in numerous publications, Synergie has put in place a revitalised global reporting structure, which will enable data capture across social and environmental metrics in all geographies in which we operate.

Our 2025 Modern Slavery Statement demonstrates the actions the Synergie Group has undertaken over the past twelve months, and activities planned to ensure that managing the risk of Modern Slavery is front of mind as we continue to develop our workforce and supply chain in the coming year.




Mike Otty
Managing Director

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CRITERION ONE – REPORTING ENTITY

This statement is made pursuant to obligation under the *Modern Slavery Act 2018* (the Act), for the year ending 31 December 2025.

This statement covers Synaco Global Recruitment Pty Ltd ABN 36 157 844 212, a public company limited by shares, which conducts its business under various registered businesses and business names, including IPA by Synergie, Entire Recruitment, Synergie People and S&you.

Collectively, we refer to ourselves as the Synergie Group Australia in recognition of our ultimate ownership by French company, Synergie.

The reporting entity's registered office is located at Suite 130, Level 1, 33 Pirie Street Adelaide, South Australia.

The Synergie Group is committed to:

- **Zero Tolerance:** Maintaining a zero-tolerance approach to modern slavery and exploitation.
- **Ethical Practices:** Ensuring that all recruitment and labour hire practices are conducted ethically and legally.
- **Supplier Accountability:** Holding suppliers to high standards of ethical conduct and compliance with modern slavery laws.
- **Transparency:** Promoting transparency in our operations and supply chain to prevent modern slavery.

CRITERION TWO - ABOUT SYNERGIE GROUP AUSTRALIA

OUR ORGANISATION

Synergie is an international group providing companies and institutions with global human resources management and development services: recruitment, temporary employment, training and consultancy. Synergie has more than 5,000 employees throughout France and in 17 countries abroad.

Synergie's operations in Australia commenced over a decade ago, when directors, Mike Otty and John Alexandrou, started Acorn Recruitment in 2012. Staying true to a values-based service methodology, the pair quickly sought the experience of trusted industry professionals. Then known as Synaco by Synergie, we fill a wide variety of permanent and contract roles with a dedicated focus to delivering the best talent across Australia. In 2021, Synaco by Synergie created a distinct business line devoted to specialist permanent recruitment, servicing clients from a flagship branch in Sydney.

In 2024, delivering on its commitment to expand the reach of our quality service offering, Synaco acquired IPA, one of Australia's most established recruitment organisations. Founded in 1984, IPA

grew, like Synaco, from a small team in Melbourne to trusted supplier of personnel services to some of Australia’s leading employers.

In 2025, realising its dream of consolidating under a single brand identity, Synaco acquired Synergy People, expanding our services into regional NSW and presenting the opportunity to unite under our global brand.

Now, as we enter the market as Synergie Australia, we proudly represent half a century of global recruitment and labour hire expertise. We support businesses and individuals by providing exceptional talent and fostering inclusive workplaces where everyone can thrive and our global reach, allows us to create truly unique and aspirational career options for our customers.

Organisational structure



IPA by Synergie operates under its own ABN and is a wholly owned subsidiary of Synaco Global Recruitment.

IPA by Synergie provides recruitment and labour hire services nationally and was operational during the Reporting Period.

Synergie Australia is a registered business name of Synaco Global Recruitment, which was operational during the Reporting Period.

Entire Recruitment operates under its own ABN and is a wholly owned subsidiary of Synaco Global Recruitment. It was operational during the Reporting Period.

Synergie People Recruitment operates under its own ABN and is a wholly owned subsidiary of Synaco Global Recruitment.

Synergie People provides labour hire and recruitment services in NSW and was set up as an entity following the acquisition of Synergie People during the Reporting Period.

Overarching governance

The Synergie Group has established a governance framework to manage concerns in line with identification and mitigation of Modern Slavery in our operations, including

- **A modern slavery policy**, which outlines our commitment to preventing modern slavery and human trafficking through our business dealings and within our operations and supply chains. This policy complies with the Modern Slavery Act 2018 (Cth) and the Modern Slavery Act (2018) (NSW) and reflects our dedication to upholding human rights and ethical business practices.
- **A Code of Ethics and Business Conduct for our employees and suppliers**, which includes explicit reference to our requirement for our associates to comply with the UN Convention on Rights of Persons with Disabilities, UN Convention on the Rights of the Child, UN Resolution on Protection Against Violence and Discrimination Based on Sexual Orientation and Gender Identity and the UN declaration of Human Rights.
- **A whistle blower platform**, delivered by the SYNERGIE Integrity Line, which facilitates our employees' and clients' capacity to report suspected violations of the law or our Code of Ethics and Business Conduct without the threat of negative consequences such as dismissal, transfer or intimidation, with reference to the European Directive 2019/1937 on the protection of whistleblowers which entered into force on 16 December 2019.
- **A regular reporting framework to our global parent**, in support of our ECOVADIS credentials, covering Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. For the fourth consecutive year, we obtained results significantly above the average certification level. SYNERGIE has been recognised with a gold medal with a score of 81/100 positioning us in the 97th percentile (Top 5%) of our business sector.
- **Current licences for the supply of labour hire and employment services** in all relevant jurisdictions.

OUR OPERATIONS AND SUPPLY CHAIN

Synergie group operations

Collectively, the Synergie Group is a labour provider of staffing and recruitment services to a wide range of clients covering a broad range of industry sectors. We supply responsive recruitment and labour hire services from over 17 locations across Australia.

The Synergie Group offers a full suite of service offerings covering:

- Permanent recruitment
- Temporary recruitment
- Contract and fixed term recruitment
- Diversity recruitment
- Volume and project recruitment
- Search and selection
- Unbundled recruitment services:
 - Job analysis
 - Assessment tools
 - Panel interviewing
 - Reference and credential checking service
 - Entry and exit interviewing
 - Candidate application management
- Consulting Services:
 - Diversity
 - Workforce planning
 - Customised sourcing strategies
 - Assessment centre design
 - Safety recruitment and consulting

Our supply chain

As a service organisation focused wholly on the provision of labour hire and recruitment services, Synergie Group companies do not have expansive supply chains. However, the level of risk based on the industries we source from increase due to the known risks of modern slavery existing in the following supply chains:

- Information technology
- Office supplies
- Personal protective equipment (PPE).

Globally, Synergie has mapped its stakeholders. This map demonstrates where our suppliers the different circles of influence between them. It has established several circles of interrelations:

Circles of influence	Stakeholders
1st circle (collaborate and engage closely)	Customers, Employees, Candidates, Shareholders
2nd circle (keep satisfied and informed)	Suppliers , Public authorities, Employers' organisations, Social partners, Financial players, Associative world of employment
3rd circle (take into account)	Competitors, Certification bodies, Schools, Local associations, General public

CRITERION THREE - RISKS OF MODERN SLAVERY

Modern slavery describes situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom.

Practices that constitute modern slavery can include: human trafficking, slavery, servitude, forced labour, debt bondage, forced marriage, deceptive recruitment, and the worst forms of child labour.

Synergie Group has a zero-tolerance approach to modern slavery and human trafficking throughout our entire operations. We conduct our business with integrity and will not knowingly deal with any business or individual involved in slavery or human trafficking.

Synergie Group recognises that the industry sectors that we operate within, and labour hire in general, are some of the highest risk industries in relation to modern slavery. For this reason, all Synergie Group companies have strict controls in place specifically designed to manage labour hire services, which include:

- Procedure Determine On-hire Employee Pay and Bill Rate and,
- Onboarding Pack for employers, which includes:
 - On-hired Employee Employment Agreement
 - Code of Conduct
 - Privacy Policy and Collection Statement
 - Safety and Equal Employment Opportunity (EEO) Information.

The recruitment, selection, onboarding and employment of on hire employees is documented in an online operating system with a suite of procedures and policies. All staff undergo training in how to apply the tenants of the operating system relevant to their business line.

Like many organisations, our modern slavery risk would be within our supply chain or that we place staff within organisations that are at risk in their supply chains. The risk of modern slavery is further mitigated due to the nature of our major clients, such as Australia Post and State and Federal Government. These clients are fellow reporting entities under the Modern Slavery Act and have clear commitments to identifying and reducing the impact of modern slavery in Australia.

CRITERION FOUR - OUR ACTION ON MODERN SLAVERY

Throughout 2025, the Synergie Group senior leadership team (SLT) and key resources within our businesses have worked to integrate existing Modern Slavery prevention practices within each of our businesses and within our global parent.

Key actions in 2025 include:

- A joint Modern Slavery policy has been reviewed, issued and confirmed as fit for purpose – set for review in 2026
- Incorporation of Modern Slavery training into the standard onboarding process for all Synergie Group employees
- Review of our existing terms of business contract to incorporate legislative changes and FairWork provisions
- Regular communication about our whistle blower helpline (the SYNERGIE Integrity Line) and how employees can report any concerns they may have associated with Modern Slavery
- Engagement of a new company wide human resources department, with our Human Resources Manager a part of Synergie Australia's Senior Leadership Team (SLT)
- Consolidation of Modern Slavery survey processes for all Synergie supply chain partners through our annual 'supplier compliance questionnaire' which has included reassessment of supply partnerships where adequate improvement procedures could not be provided.
- Initial companywide audit of all quality processes as the first step towards re-accreditation of our national policy and procedures framework.

CRITERION FIVE - ASSESSING OUR ACTIONS AND CONTINUOUS IMPROVEMENT MECHANISMS

Instigation of a company-wide quality system

In consultation with BSI, Synergie Group has commenced the process certifying an organisation-wide quality management system, which incorporates:

- Executive sponsorship and corporate support services to ensure compliance with internal policies and standards, including Modern Slavery.
- Extensive communication practices ranging from formal reporting through to informal discussions with candidates and client stakeholders, including consideration of Modern Slavery risks within our supply chain and the supply chains of our clients and suppliers.
- Service methodologies that focus on delivering best practice recruitment processes that maintain strict compliance with all legislation that relates to the recruitment and provision of labour hire services.
- Performance measurement tools to measure service delivery, including benchmarking, satisfaction surveys, and performance tracking
- Systems to capture any process deficiencies and procedures to deliver service delivery improvement.

Regularly reviewing our quality framework

As a component of our efforts to define all processes, procedures and policies under a single quality-controlled framework, the Synergie Group has developed an audit procedure, with the assistance of BSI.

Industry licensing authorities

The Synergie Group recognises that the labour hire industry in which we operate is a high risk industry with respect to exploitation of workers. As an organisation, we are committed to delivering services in a manner that upholds our employees' rights and positively impacts their life through meaningful work.

All Synergie Group businesses maintain current licences for all relevant jurisdictions, as well as membership to the Recruitment, Consulting & Staffing Association (RCSA) is the peak body for the recruitment, staffing & workforce solutions industry.

CRITERION SIX - OUR CONSULTATION PROCESSES

The Synergie Group operates under a joint senior leadership team (SLT) and processes and procedures are mapped and managed under a centralised operations team.

Modern Slavery processes and risk management procedures are a standing agenda item at all SLT meetings and changes to Modern Slavery processes are communicated to business heads at these events.

Additionally, Modern Slavery procedures are maintained and communicated from a central operations team to ensure all messaging is consistent with the directives of the SLT and understood at all levels of the organisation.

CRITERION SEVEN - FURTHER INFORMATION

SYNERGIE's key sustainability objectives include reducing our carbon footprint, promoting diversity, employment sustainability, employee health and protection and improving working conditions and career prospects for our employees and applicants.

In 2024 (our most recent reporting year globally), our Group further strengthened its social and environmental policy and once again distinguished itself on a number of occasions, notably by being ranked first in the "Champions of Diversity" list published by Capital magazine in the "Employment Services" sector, by being recognised internationally as a "Leader in diversity 2024" by the Financial Times, and by being awarded the Gender Equality label.

We also overhauled the format of our report, marking the first step in our alignment with the European Corporate Sustainability Reporting Directive (CSRD). These changes include greater transparency in ESG information, with the introduction of the assessment of dual materiality.

To ensure that our corporate governance is fully involved in these issues, a CSR Committee has been appointed by the Board of Directors to assess the effectiveness of our sustainable development strategy in terms of the environmental impact of our business activities, climate risk prevention and social issues. We have also enhanced the skills of our directors and senior management by training them in CSRD regulations throughout 2025.

APPROVAL

This Modern Slavery Statement was approved by the Managing Directors of the Synergie Group Australia (Synaco Global Recruitment Pty Ltd ABN 36 157 844 212 trading as “Synergie Australia” and “S&you”, IPA by Synergie Pty Ltd ABN 22 674 660 685 trading as Synergie Australia Recruitment, Entire Recruitment Synaco Pty Ltd ABN 79 628 616 400, and Synaco Resources Pty Ltd ABN 15 093 501 314 trading as “Synergy People Recruitment”) on 5 January 2026.



Mike Otty
Managing Director



John Alexandrou
Managing Director