

**GOLDEN
STAR**
FACILITIES MANAGEMENT



Excellence in every space

Golden Star FM

Modern Slavery Statement for Golden Star FM

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Modern Slavery Statement for Golden Star FM for the Period Ending 31 December 2023

This statement is made in accordance with the Australian Commonwealth Modern Slavery Act 2018 and outlines Golden Star FM's commitment to identifying and addressing the risks of modern slavery within our operations and supply chains. As a newly established firm, Golden Star FM is preparing to commence operations soon, and we are dedicated to integrating ethical practices from the outset. We would like to state that the reporting period for our statement is 1 January 2023 to 31 December 2023. This statement was approved by the Board of Management, in their capacity as the principal governing body of Golden Star FM, on 31 October 2024.

Company Overview

Golden Star FM is a wholly Australian-owned facilities management company that aims to provide a comprehensive range of cleaning services across multiple sectors, including Health and Aged Care, Retail, Commercial, Hospitality, and Industrial. With our commitment to excellence, we are set to service a diverse portfolio of clients across Australia. Our operations will be supported by a dedicated team of directly employed staff, as well as trusted labor-hire providers and suppliers to fulfill our service obligations effectively.

Our Commitment to Modern Slavery Prevention

As we embark on our journey, we recognize that modern slavery is a serious global issue that can affect our industry and the communities we serve. Our commitment to combat modern slavery is outlined through the following initiatives:

1. Policy Framework:

Golden Star FM has implemented a comprehensive suite of policies aimed at promoting ethical conduct throughout our operations. These include:

- **Anti-Slavery Policy:** Clearly stating our zero-tolerance approach towards modern slavery and outlining the procedures for reporting any concerns.
- **Grievance and Whistle-blower Policies:** These policies provide mechanisms for employees and stakeholders to report issues confidentially and without fear of retaliation, ensuring accountability within our organization.

2. Supplier Engagement and Auditing:

As we prepare to engage with suppliers, we will establish rigorous standards through a Supplier Code of Conduct. This will include:

- Issuing a Supplier Modern Slavery Questionnaire to all suppliers to assess their practices and commitment to ethical standards.
- Conducting scheduled supplier audits to evaluate compliance with our code of conduct and ensure that our supply chain is free from modern slavery practices.

3. Employee Training and Awareness:

Educating our staff on modern slavery is crucial for prevention. Our training programs will include:

- **Induction Training:** New employees will participate in comprehensive training that includes awareness of modern slavery and our company's policies on ethical behavior.

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- Toolbox Talks: Regular discussions will be held on modern slavery, workplace safety, and compliance to reinforce our commitment to ethical practices.

4. Monitoring and Continuous Improvement:

We understand that preventing modern slavery requires ongoing vigilance and improvement. Our commitment includes:

- Conducting bi-annual supplier audits and annual employee satisfaction surveys to assess the effectiveness of our policies.
- Engaging in external assessments to ensure compliance with industry standards and best practices.

5. Reporting and Accountability:

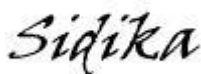
Transparency is key to our operations. We encourage all employees and stakeholders to report suspected breaches of our policies. The effectiveness of our actions will be reviewed regularly at management meetings, and we will report our findings to our Board of Directors to ensure oversight and accountability.

Conclusion

As a newly established firm, Golden Star FM is committed to fostering a diverse and inclusive workforce while upholding the highest ethical standards in our operations and supply chains. Our dedication to preventing modern slavery is foundational to our business ethos, reflecting our core values of excellence, transparency, teamwork, and continuous improvement.

This statement has been approved by the Board of Management and will be reviewed annually to ensure its effectiveness and relevance in preventing modern slavery.

Sidika Kayadibi
Director



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Further Information

For further information relating to the Golden Star FM Workplace Health Safety & Environmental Management System, please contact:

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