



MODERN SLAVERY STATEMENT

INTRODUCTION

Bayside BWE Pty Ltd (the Group), as informed by the Modern Slavery Act 2018, aims to mitigate the risk of modern slavery in our business operations and through our supply chain.

As labour hire, harvest trail services, recruitment and secondment solutions are components of our service offering, we have assessed their potential operational risks. Our existing practices and governance frameworks are cognisant of modern slavery elements, in line with Australian employment legislation. However, we recognise that our responsibilities lie beyond legally compliant practices across our operations.

This Statement identifies risks, explaining the actions that the Group has taken to assess, address and prevent modern slavery within our business operations and supply chain in the 2021-2022 financial year, as well as highlighting our focus for the 2022-2023 Australian financial year.

GROUP STRUCTURE



NB: During the pandemic we consolidated some entities and brands into existing entities, as represented by the above structure and ABN's.

OUR OPERATIONS & SUPPLY CHAIN



	OUR SERVICES	OUR PEOPLE	OUR SUPPLIERS
	On-hired Employment, Permanent Recruitment, Training & Upskilling, Apprenticeships & Traineeships (GTO)	Workforce Management Consultants, Recruitment Consultants, Associate Consultants, IR Specialists, Health & Safety, Management, Payroll	Technology, PPE & Equipment, Training Organisations, Stationery & Office Supplies, Printers, Catering, Facilities Maintenance, Car Manufacturers, Consultants
	On-hired Employment, Permanent Recruitment, International Sponsorship (482 Visas), Employment Compliance, Workplace Relations Consulting	Workforce Management Consultants, Recruitment Consultants, Associate Consultants, IR Specialists, Health & Safety, Management, Quality Systems, HR, Marketing & Communications	Technology, PPE & Equipment, Stationery & Office Supplies, Catering, Facilities Maintenance, Car Manufacturers, Consultants
	Engineering & Design, Project Management, Detailing & Drafting, Surveying & Geospatial, 3D Scanning & Modelling, Asset Location & Assessment, Soil Testing	Engineers, Drafters, Project Managers, Surveyors, Auditors, Designers, Trainees, Administrators, IR Specialists	Technology, PPE & Equipment, Stationery & Office Supplies, Printers, Catering, Facilities Maintenance, Car Manufacturers, Consultants
	IT Managed Services IT Consulting	IT Support, IT Specialists	Technology, PPE & Equipment, Stationery & Office Supplies, Printers, Facilities Maintenance

MODERN SLAVERY RISKS

OUR OPERATIONS

Compliance as a Labour Hire provider

Bayside Group and Acclaimed Workforce engage on-hired workers and apprentices to perform work for a client, with the client considered a 'host employer'. This As such, we assume all legal, moral and ethical obligations associated with being an employer.

Our ISO 9001 certified management system and applicable Labour Hire Licensing guidelines are designed to ensure compliance and are regularly audited. To further mitigate risks, wages are checked by our payroll team and award classifications audited by our workplace relations experts to ensure alignment with the Fair Work Act. Our ISO 45001 management systems for Employment and Workforce Management help to keep our workers safe, with regular Workplace Assessments and Job Safety Analysis conducted.

Harvest Trail

We discontinued our Harvest Trail services provision effective from October 2022.

OUR SUPPLY CHAIN

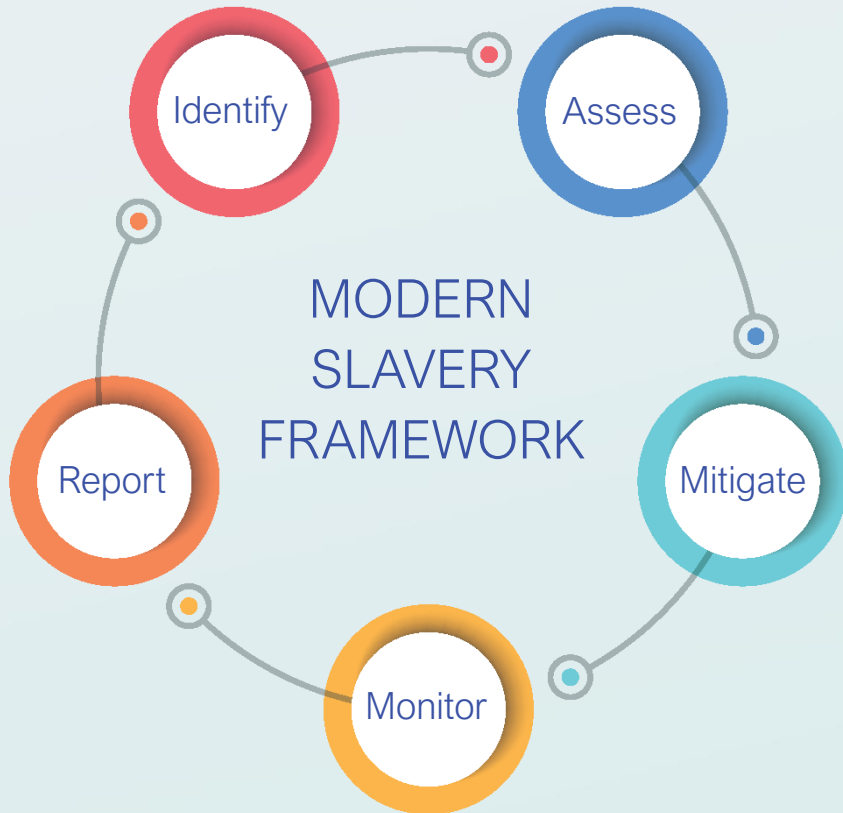
As a paperless services organisation, our supplier numbers are relatively small. However, we are committed to mapping our supply chain to reduce risks, and have worked to incorporate all suppliers into a centralised database.

As a result, we created and implemented a new Sustainable Procurement Policy that aligns with the UN Compact Principals and the Modern Slavery Act 2018, aligning the number of suppliers with business needs and values in the process. Personal Protective Equipment, Stationery and Technology providers have been identified as our highest risk areas, and we have liaised with key suppliers in relation to this new policy and our expectations.

Robust discussions about the supply chain have been held and a Supplier Evaluation Questionnaire completed, providing evidence of supplier policies in relation to Modern Slavery.

We continue to work with our supply chain to identify risks.

ACTIONS TO MITIGATE MODERN SLAVERY RISKS



2021-2022 FY

Our focus has been to continue to identify and assess our core risks and ensure mitigating actions are monitored, integrating the principles of our Modern Slavery Statement into our current systems. Key actions included:

- ✓ Implementing our Sustainable Procurement Policy and Supplier Evaluation Questionnaire.
- ✓ Revising our Procurement Procedure.
- ✓ Discussing business operations in relation to modern slavery with those suppliers identified as higher risk, predominantly Personal Protective Equipment and Technology suppliers.
- ✓ Identifying Policies and Procedures requiring a review to ensure alignment with our Statement.
- ✓ More widely communicating options for reporting to our workforce and Harvest Trail participants. Please note that in 2022, our provision of Harvest Trail Services was completed, which means this action is no longer required.
- ✓ Submitting an annual report as required under the Modern Slavery Act 2018.

ACTIONS TO MITIGATE MODERN SLAVERY RISKS

FUTURE COMMITMENTS

We recognise that identifying, assessing, mitigating and monitoring modern slavery risks in our operations and supply chain is ongoing, and have a Modern Slavery Committee in place to ensure we as a business remain diligent.

Our focus in the 2022-23 financial year is to:

1. Ensure all relevant suppliers complete our Supplier Evaluation Questionnaire.
2. Launch our Supplier Code of Conduct and new Procurement Procedure.
3. Finalise our process for responding to suspected incidents.
4. Conduct further training for our employees, as well as our business partners where required, on identifying, assessing and responding to modern slavery risks.
5. More widely communicate options for reporting to our key stakeholders.

APPROVAL & CONSULTATION

This Statement is a joint statement submitted by Bayside BWE Pty Ltd on behalf of its related entities. Consultation by the Modern Slavery Committee took place with relevant operational and corporate services executives, and the board of directors.

This Statement was approved by the board of directors on 14th December 2022 and is made pursuant to the Modern Slavery Act 2018 (Cth).



Robert Blanche
Director & CEO
Bayside BWE Pty Ltd