

MODERN SLAVERY STATEMENT



SECURECORP

CY24



Statement from our Managing Director



This is Securecorp Pty Ltd (Securecorp)'s fifth Modern Slavery Statement covering the Australian Calendar Year from 1 January 2024 – 31st December 2024 (CY24) published in accordance with the *Modern Slavery Act 2018* (Cth) (the Act).

This CY24 Modern Slavery Statement reflects Securecorp's enduring commitment to promoting the protection of internationally proclaimed human rights and to providing positive contributions to the health and wellbeing of our teams, employees, clients, and the communities we live and work in.

The Securecorp group of companies (Group), is submitting a Single Statement, covering all entities over which the parent entity Securecorp Pty Ltd has control for accounting purposes (collectively referred to as 'Securecorp', 'Group', 'us', 'we' or 'our'). This includes all subsidiary entities of the Company which are identified as Included entities under the Act. The Securecorp Pty Ltd group of companies (Group) can be viewed on page 3.

On behalf of the Securecorp Group, I present this statement as a reflection of the efforts that our Risk, Safety, and Compliance Team, the Securecorp Executive Board, and the Group's Executive Leadership Team have undertaken to diligently review and provide feedback on its content. This Statement has been approved by the Securecorp Board as defined by the *Modern Slavery Act (2018)* (Cth) before being signed by the Group's Managing Director on the 27th of June 2025.

Signed By:



Harm (Harrie) Veerman
Securecorp Managing Director
27th June 2025

List of Securecorp Pty Ltd Group of Companies

Active Entities	Current Dormant Entities
Securecorp Pty Ltd Securecorp (Vic) Pty Ltd Securecorp (NSW) Pty Ltd Securecorp (Qld) Pty Ltd Securecorp (SA) Pty Ltd Securecorp (Tasmania) Pty Ltd Securecorp (WA) Pty Ltd Securecorp (NT) Pty Ltd Australian Guarding Services Pty Ltd Securecorp Protective Services Pty Ltd Secureclean Pty Ltd Secureclean (NSW) Pty Ltd Secureclean (Qld) Pty Ltd Secureclean (SA) Pty Ltd Secureclean (Tas) Pty Ltd Secureclean (WA) Pty Ltd Securemonitoring Pty Ltd Secure Electronic Services Pty Ltd Secure Group Management Pty Ltd Secure (NZ) Ltd	Securearmed Pty Ltd Secureevents Pty Ltd Securemetro Pty Ltd Securemetro Cleaning Services Pty Ltd IPatrol Pty Ltd Securecorp Risk Management Services Pty Ltd Securelearning Pty Ltd Securerobot Pty Ltd Securescan Global Pty Ltd Mobigo Australia Pty Ltd

Mandatory Criteria

Mandatory Criteria		Page Number/s
Requirement 1	Identify the reporting entity	Pages 2 & 3
Requirement 2	Describe the reporting entity's structure, operations, and supply chains	Pages 6, 7, & 8
Requirement 3	Describe the risks of Modern Slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	Pages 9, & 10
Requirement 4	Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	Pages 11, 12, 14
Requirement 5	Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks.	Page 13 & 14
Requirement 6	Describe the process of consultation on the development of the Statement with any entities the reporting entity owns or controls (a joint Statement must also describe consultation with the entity covered by the Statement).	Pages. 8, 9, 10, 11 & 12
Requirement 7	Any other information that the reporting entity, or the entity giving the Statement, considers relevant.	Pages 15 & 16

Signed By:



Harm (Harrie) Veerman
Securecorp Managing Director
27th June 2025

About Securecorp

Securecorp are a leading national provider of Security Manpower, Electronics, Maintenance, Alarm Monitoring and Response, Cleaning, and other related integrated services. Since its 1998 inception as a Victorian-based Security and Risk Management business, Securecorp has robustly expanded its operations into a nationwide group of companies diligently delivering the following professional services with reliability, integrity, and results.



Securecorp actively promotes a culture of enduring vigilance over the inherent risks associated with increasing globalisation, and the diversification of supply chains. Accordingly, the Securecorp Group safeguards its business activities against instances of Modern Slavery occurring within its supply chains, and all other related commercial activities and relationships.

This Modern Slavery Statement applies to all persons working for or on behalf of Securecorp, in any capacity, including employees, shareholders, board members, directors, officers, agency workers, contractors, consultants and all third-party representatives. It is a requirement for all who have, or seek to have, a business relationship with Securecorp, to familiarise themselves with Securecorp's Modern Slavery Policy (Policy), and to act consistently with its values accordingly. Securecorp will only engage with those who comply with its Policy, and those who are taking verifiable steps towards achieving compliance.

Securecorp require all persons working for or on behalf of the Group to collectively assist in managing the organisation's Modern Slavery risks; and to remain vigilant of all Modern Slavery threats within their scope of responsibility throughout the Group's business operations and relationships.

The Securecorp Group is committed to ensuring compliance with the requirements of the Act, and all Modern Slavery reporting obligations accordingly.

Structure, Operations & Supply Chains

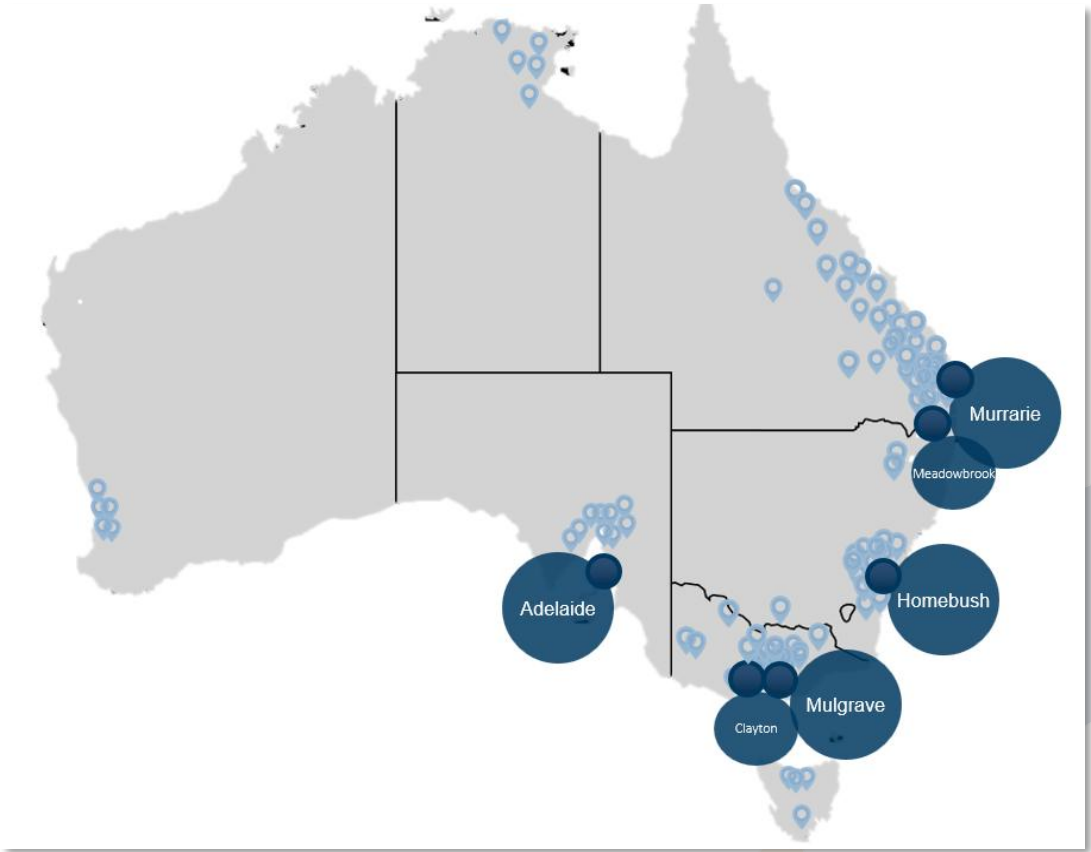
Structure

Securecorp is a nationwide group of companies that deliver a diverse range of professional services. Securecorp’s head office is located in Mulgrave Victoria, with the Group totalling six (6) state-based offices.

Our Markets



Our Reach



Operations

Securecorp actively encourages a collaborative approach to managing Modern Slavery. The Group diligently ensures that each entity it owns, influences, or controls, remains highly cognisant of the critical actions essential to effectively managing Modern Slavery. In essence, Securecorp utilises a collective approach that considers each entities relationship with the other, and the risk profiles relative to that relationship.

Accordingly, Securecorp ensures that the Modern Slavery risks relative to each entity it owns, or controls have been appropriately identified, assessed, and addressed, and that each entity is aware of the operational controls necessary to effectively manage those risks. The Group's Organisation and Governance Structure is represented by the below diagram in Figure 1.

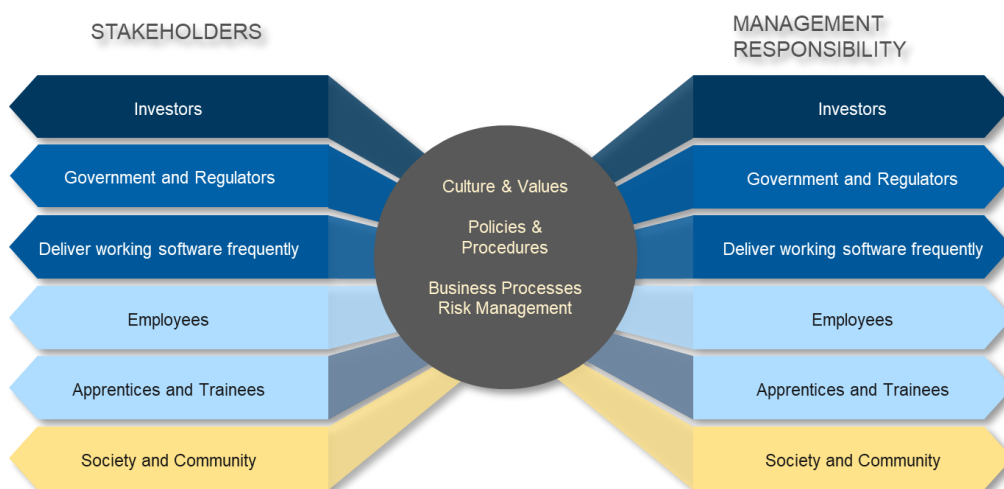


Figure 1 – Securecorp's Organisation and Governance Structure

Securecorp's operational activities are administrated by a sophisticated Executive Leadership Team (ELT), with Securecorp's Managing Director governing over the day-to-day operations of the Group. The Group follows a united approach to collectively ensure that all leadership responsibilities are suitably maintained across all business activities and operations.

Securecorp's ELT regularly engage with its interested parties and stakeholders alike. The Group's stakeholders include investors, Government bodies, regulators, employees, apprentices, trainees, and more generally the wider community the Group operates within. Securecorp's Corporate Governance is elevated throughout its policies, and procedures, promoted throughout its core values, and communicated by a highly intuitive risk intelligence culture.

Supply Chain

Securecorp's supply chain establishes the goods, services, and labour that contribute to the Company's own services. The organisation's supply chain includes domestic and internationally sourced services, and a global supply chain consisting of multiple contracted suppliers.

Securecorp's supply chain relationships include suppliers from the following sectors: Cleaning and Integrated Services, Consulting Services, Corporate Clothing, Electronic Security Installation and

Maintenance, Fleet Management, Information Communications and Technology, Logistics and Transport, Marketing, Office Cleaning, Office Suppliers, Property Services, Recruitment, Security and Alarm Monitoring and Response, Security Manpower Services, Training and Professional Development, and Travel.

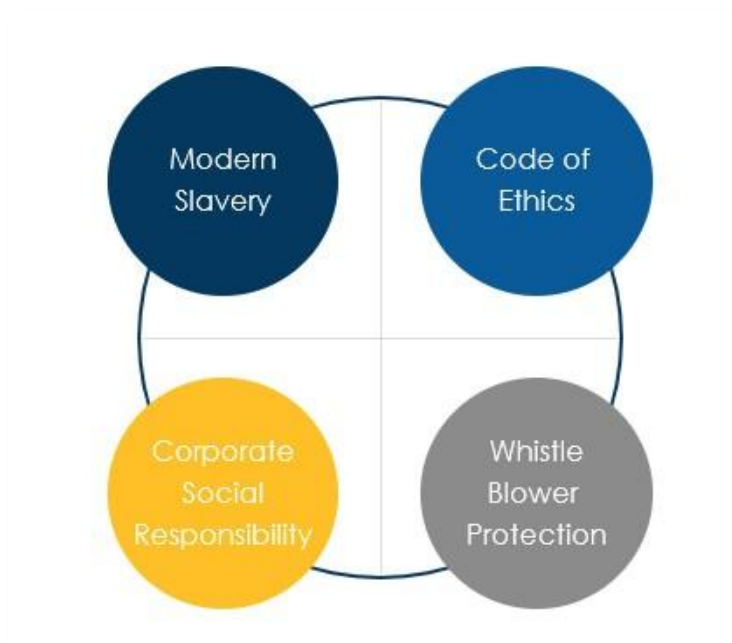
Securecorp is a proud Australian business that is committed to engaging both Australian and First Nation suppliers wherever possible or practical. Over ninety per cent of Securecorp's total procurement spend is made within Australia, of which a considerable portion falls within the State of Victoria. Securecorp recognises that the services that contribute to the Group's own delivery of services extend beyond those received from direct suppliers, and that its supply chains also include services used by indirect suppliers.

Appropriately, Securecorp upholds a comprehensive Labour Supplier Management (LSM) Procedure to ensure that all Suppliers meet the Group's minimum standards and expectations. As part of Securecorp's LSM framework, the Group undertakes regular compliance and payroll audits to ensure that all suppliers comply with the legal obligations applicable to ethical employment practices and the protection of human rights.

Policies and Procedures

Securecorp is highly cognisant of the importance in respecting the protection of internationally proclaimed human rights. In doing so, the organisation is committed to documenting its commitment to protecting the rights of all people. Securecorp's Social Procurement principles apply to all entities owned, influenced, or controlled by the Securecorp Group.

Modern Slavery in all forms goes against Securecorp's fundamental ethos. Accordingly, the Group duly upholds the key policies, and procedures essential to assisting in the protection of internationally proclaimed human rights including but not limited to Article 4 of the Universal Declaration of Human Rights.



Risk of Modern Slavery in Operations and Supply Chains

Securecorp acknowledges that the risk of Modern Slavery has the potential to eventuate in the Group's own operations and supply chains.

Risk Identification Process



The Group regularly monitors its potential risk exposure by evaluating the effectiveness of the organisation's likelihood of causing or contributing to Modern Slavery. Given Securecorp's supply chain is essentially 85% labour based including equipment, consumables, and uniforms, the Group has determined that diligent Labour Supply Management is critical to insulating the organisation against its most probable Modern Slavery threats.

During CY24, Securecorp collectively integrated its risk identification findings across the Group by assessing all of its suppliers using a risk-based approach. The Group further undertook scheduled compliance audits, comprehensive surveys of select suppliers, reviewed public sources of relevant intelligence, undertook collaborative client workshops and displayed an active presence within the Group's industry affiliations. Accordingly, Securecorp integrates its community and stakeholder insights into the organisation's decision-making processes wherever relevant or appropriate.

During Securecorp's CY24 evaluation of its suppliers, and clients, the Group did not identify any suspected, or actual instances of Modern Slavery.

Modern Slavery Risks in Our Direct Workforce



Securecorp remains highly cognisant that its labour provision is largely undertaken through a directly employed workforce. Subsequently, the risks of Modern Slavery practices occurring within Securecorp's direct workforce are relatively low. Irrespective of this determination, Securecorp vigilantly safeguards against its highest direct Modern Slavery risks by ensuring that each of the Group's employees undertakes a robust recruitment process. Further, Securecorp confidently guarantees that all direct employees work within Australia where employee-employer relations are strictly regulated by the *Fair Work Act*

2009 (Cth) and all other relevant industrial safeguards and standards.

Securecorp's secondary defence against its direct Modern Slavery risk is undertaken via ongoing scheduled minimum wage compliance audits. The Securecorp Group upholds auditable processes to ensure ongoing compliance with the legal and contractual requirements necessary to effectively manage all workforce entitlements. The Securecorp Group collectively maintains a sophisticated Integrated Management System (IMS) that assists in providing the highest standards of quality management and administration. The Group's IMS ensures high-level service delivery of the Group's health and safety commitments while providing an assurance to promoting a culture of continual improvement and growth.

Securecorp's People and Culture Team consistently deliver ongoing training that encourages a culture of diversity and inclusion to ensure all workplaces are free from discrimination, harassment, and bullying. Securecorp regularly promote and support good health and well-being by providing initiatives designed

to assist all employees to sustain an optimal work-life balance. Securecorp's Executives ensure that the Group's workforce is equipped with the right tools, support and consultation throughout their tenure. The Group actively promotes the appropriate channels for employees, clients, suppliers, partners, and third parties to report any suspicious, suspected or unethical behaviour or conduct.

Securecorp's inductions and training are designed to equip its workforce to remain alert to where Modern Slavery practices have the highest probability of occurring. The company prides itself on promoting a culture where all legal and regulatory obligations are collectively applied throughout the Group.

Modern Slavery Risks in our Supply Chain



Securecorp is aware that Modern Slavery has the potential to exist throughout its supply chains in numerous ways; including by child labour, debt bondage, forced labour and human trafficking.

The Securecorp Group acknowledges that the following risks are present throughout the organisation's business activities, operations, and supply chains:

1. The risk that Securecorp may cause Modern Slavery practices;
2. The risk that Securecorp may contribute to Modern Slavery practices; and
3. The risk that Securecorp may be directly linked to Modern Slavery practices.

Collectively, the Securecorp Group considers the abovementioned third risk is potentially the most probable risk to eventuate. Subsequently, Securecorp remains actively vigilant to the potential activities that may directly link the Group to Modern Slavery practices via the actions of other entities it engages with. These associations include all entities in the Securecorp supply chain, all business partners, investees, and borrowers, non-contractual entities, and suppliers who maintain the majority of operations outside of Australia. The business relationships not included within this scope are the clientele who purchase Securecorp's services.

The Securecorp Group have identified that the equipment and/or products within its industry sectors, even when procured from Australian companies, are often made in high-risk geographical countries; with a known proclivity for committing or enabling human rights' violations.

Consequently, Securecorp have predetermined that the products and services arising from Labour Supplied Commercial Cleaning, Labour Supplied Security, Electronic Installations, and Print and Promotional Goods sectors, potentially inherit the highest risk of Modern Slavery occurring within its supply chain. Accordingly, Securecorp accepts that its most probable Modern Slavery risks may not always align with the volume or cost of the products or services the Group is endeavouring to procure.

Hence, Securecorp are overtly aware of the significance in collaborating with its suppliers in a unified effort to combat Modern Slavery throughout their respective supply chains. As part of its risk identification framework, during CY24, the Securecorp Group Surveyed 101 select vendors and suppliers using a risk-based approach of oncosts including equipment, consumables, and uniforms, *inter alia*.

In essence, the Securecorp Group is actively committed to continually improving its relationships with all interested parties, including but not limited to Government agencies, and all supply partners, in an effort to collectively combat Modern Slavery. To even date, nil non-conformances, or suspected instances of Modern Slavery have been identified throughout Securecorp's operations, business activities, or supply chains.

Remediation and Due Diligence

How Securecorp puts its Modern Slavery Management into Practice.

Given the majority of Securecorp's services are delivered from Australia under the Group's diligent supervision, Securecorp has determined the risk of Modern Slavery occurring within its operations is relatively low. However, as foreshadowed above, the Securecorp Group recognise that throughout the innate landscape of its collective supply chains, the Group has the potential to be directly linked, or complicitly exposed to Modern Slavery practices.

To manage this potential risk, the Securecorp Group collaborates regularly with its stakeholders to help detect the inherent impacts of its united activities. Securecorp's human rights management processes are devised to identify, prevent and mitigate any adverse impacts that may arise from the Group's actions. Hence, Securecorp's due diligence duly encompasses considerations of the best practices to address and remediate any actual or potential human rights violations that may occur within the Group's business operations.

Actions Taken to Assess and Address Risks

Securecorp's assessment of its Modern Slavery exposure is initiated by first evaluating the key risks linked to its primary supply chain activities. Subsequently, all Securecorp's labour suppliers are audited prior to any contractual engagement, and select vendors are carefully surveyed using a risk-based methodology. These techniques are carefully constructed to identify any actual or potential exposure the Group may attract via its suppliers' or vendors' standards, practices and business affiliations. If necessary, Securecorp's remediation process is implemented as documented in the organisation's Labour Supplier Management Procedure, and Modern Slavery Policy.

Outcomes from Securecorp's labour supplier audits, and vendor surveys are collectively reviewed before being communicated to the Group's ELT. If warranted, the Group's ELT will apply the most suitable remediation process to effectively address any potential impacts or suspected breaches. Securecorp's pre-emptive safeguarding measures include vigilant governance, protective contractual conditions, scheduled auditing, sufficient grievance mechanisms, relevant and timely training and communication, transparency, and a collaborative approach with all clients.

Given Securecorp is a medium to large Australian enterprise, the Group is highly acquainted with the fact that its ability to use leverage to minimise Modern Slavery risks may be limited when engaging with large conglomerates further down its supply chain. Accordingly, the Securecorp Group regularly monitors, measures, and tracks its performance to determine whether these impacts are being appropriately addressed, and whether any exposure is effectively managed accordingly.

The final stage of Securecorp's due diligence process comprises publicly communicating the Group's relevant Policy, initiatives, and actions, including the publication of this Statement.



Governance

Securecorp considers that competent governance is vital to the long-term sustainable success in the Group's collective elimination of Modern Slavery. Excellent corporate governance is a fundamental pillar to Securecorp's cultural principles of which Securecorp's Top Management actively communicate to Securecorp's leadership teams regularly and informatively.

Accordingly, Securecorp's culture of Social Governance is actively encouraged by a sophisticated executive team in which Securecorp's Managing Director governs over. In exercising this function Securecorp's Managing Director delegates the responsibility for assessing and addressing the organisation's Modern Slavery risks to the Group's Executive Leadership Team. Subsequently, Securecorp's ELT delegate collective responsibility for the implementation of the organisation's Modern Slavery principles, and practices to the management, and employees at all levels and functions of the Group.



Contractual Engagements

Securecorp have implemented sufficient processes to ensure that all suppliers and contractors comply with Securecorp's minimum ethical standards throughout the duration of their contractual arrangements.

The Securecorp Group collectively adheres to all policies that ensure minimum standards in corporate social responsibility, ethical business practices, safety, and environmental protection are continually met. In essence, Securecorp's supplier engagement strategy consistently advances awareness by clearly communicating the Group's expectations to its suppliers at the onset of all contractual engagements.

Securecorp's contractual terms and conditions promote the Group's commitment to and contribution towards the attainment of broader societal goals; and to the continuous improvement of its approach to taking appropriate responsibility for any adverse social impacts resulting from the organisation's purchasing function.



Grievance and Feedback

Securecorp promote various mechanisms for stakeholders, employees, and third parties to anonymously report suspected or actual illegal activities, breaches of human rights, and/or the company's policies and ethical standards. Robust training in appropriate reporting through the relevant channels is a mandatory requirement for each employee and contractor before commencing services for the Group.

Securecorp's clients, suppliers, and all third parties can raise Modern Slavery-related concerns via its webpage <https://www.Securecorp.com.au>. Grievances can also be received via direct correspondence, company social media, or through bodies such as the Human Rights Commission, applicable Tribunals, and the Department of Home Affairs.

Where concerns are raised, Securecorp will investigate in accordance with all regulatory requirements and applicable policies and procedures. In instances where Modern Slavery is evident, our organisation will direct all contact to the Australian Federal Police (AFP) on 131AFP (131237), or by utilising the [online form to report information regarding human trafficking](#); or by submitting a report via the Department of Home Affairs [Reporting Form](#). Securecorp's Dispute Resolution and Grievances Policy and Procedure, and online training ensures that all grievances are managed and investigated in a comprehensive, timely and transparent manner.



Declarations & Assurances

Prior to any contractual engagements, Securecorp require all suppliers to assist in preventing Modern Slavery occurring throughout its collective operations and supply chains. Securecorp inspire all suppliers to actively identify their risks in order to safeguard their organisations from the risk of Modern Slavery practices. The Group's strategy to collectively combat Modern Slavery with its suppliers is explicitly addressed in all supplier contracts, prequalification's, ongoing auditing, mandatory training, and all contractor related documents and records.

The Securecorp Group is well equipped to respond to any suspected occurrence of Modern Slavery ensuing or resulting within its operations and/or supply chains.



Actions taken to date

Securecorp's actions to minimise the risks of Modern Slavery occurring within its business activities include:

- Ongoing risk based scheduled auditing of all contractors' wages, superannuation, licenses, and relevant insurances
- Scheduled gap analysis of Securecorp's policies and procedures against the Act
- Ongoing survey assessment of suppliers providing products/services purchased by the company such as corporate clothing, to determine any risks of Modern Slavery
- Ongoing review of all data and information collected from Securecorp's Modern Slavery Supplier and Vendor Surveys
- Mandatory ongoing Code of Conduct and Behaviour, Ethics, Corporate Social Responsibility (CSR), Policy Acknowledgement, Grievance Mechanisms, and Modern Slavery relevant training and development for all employees and subcontractors

Assessing Effectiveness

During CY24 Securecorp reviewed the effectiveness of its Modern Slavery Risk Management Framework with factored consideration into regulatory guidance and industry standards of practice.

The following demonstrates the key activities the Securecorp Group undertook during CY24 to determine the effectiveness of its Modern Slavery Risk Management Framework:

1. Annual Executive Review of Securecorp's response to Modern Slavery.
2. Ongoing Scheduled Auditing of all Contractors.
3. Scheduled Wage, and Superannuation Auditing.
4. Review of the Group's Investigation Process for Timely Reporting of Suspected Breaches.
5. Scheduled Risk Based Survey Assessment of Suppliers and Vendors
6. Internal Auditing of Risk Management Processes.
7. Ongoing Collaboration with Suppliers and Clients.
8. Established Consultation Processes.
9. Relevant Training Completion Rate Auditing.
10. Regular Interested Party Engagement and Feedback Opportunities
11. Ongoing Review and Updates of all Reporting Channels and Grievance Mechanisms.



Communication and Training

Securecorp's Executive Leadership Team actively promote a culture of continual improvement of the Group's Modern Slavery Risk Management via training, communication, and consultation processes. The enforcement of Securecorp's Policy is relative to the strategic importance that each Policy has to the Group's business activities.

Accordingly, the key components of Securecorp's Modern Slavery Policy are integrated into the Group's organisational culture via relevant and informative educational materials that each employee must complete before commencing employment.

Given that human rights principles are fundamental to Securecorp's core values, it is a requirement that each employee completes an aptitude test of their core induction modules in addition to undertaking annual refresher training. The Group's communication consultation and training processes are scheduled from an operational level through to Top Management. This is designed to collectively raise the risk awareness of organisation's contractors, leadership teams, and employees of each entity within the Group.

During CY24, Securecorp continued the transition and augmentation of its training platform with an expanded scope of the Group's online training. Securecorp's Code of Ethics and Professional Behaviour and Conduct training is formulated to improve the Group's awareness of how to actively manage Modern Slavery risks; and the risks that may exist via another entity's activities within the Group's supply chain. The training provides the definition of Modern Slavery as defined under the Act and describes the potential areas where Securecorp are most likely to be exposed to human rights concerns.

Securecorp's procedural-based policy training promotes the Group's commitment to remaining vigilant to all Modern Slavery risks throughout each entities' business relationship. It further improves awareness of the appropriate remediation and reporting process to be followed for any suspected breaches or associated wrongdoings.

Securecorp promotes a culture where each employee receives adequate training and support relevant to the scope of their responsibilities within the organisation.



LOOKING FORWARD

Further to our commitments in this Statement, Securecorp will continue undertaking the following Modern Slavery initiatives over the course of the 2025 Calendar year:

Securecorp will –

- Maintain scheduled executive reviews of its response to Modern Slavery.
- Continue to undertake ongoing scheduled compliance audits of all contractors.
- Carry out timely investigation of all reported or suspected instances of Modern Slavery.
- Continue to conduct scheduled wage, and superannuation audits.
- Continue to undertake scheduled assessments of risk-based supplier surveys.
- Maintain ongoing review of all relevant reporting channels and grievance mechanisms.
- Continue to conduct internal audits of the Group's risk management processes.
- Continue providing informative, relevant, and appropriate training to all employees.

All entities within the Securecorp Group including the parent entity Securecorp have been engaged in the production of this Statement and in the assessment of our operational and supply chain Modern Slavery exposure. Securecorp have conducted comprehensive internal consultation with key stakeholders across the Executive Leadership and Senior Management Teams in producing this Statement.

Ongoing Commitment

This Statement plays an integral part of Securecorp's communication, and consultation with its internal and external stakeholders. The content within this Statement is vital to documenting Securecorp's ongoing commitment to actively conducting vigilant human rights due diligence. Securecorp's strategy to remaining vigilant to the risks of Modern Slavery is to:

- Remain transparent about the Group's known risks and challenges relative to Modern Slavery.
- Disclose all potential and actual risks of Modern Slavery.
- Ensure continuous improvement of the Group's ethical business practices and social responsibilities.
- Assure that all training, policies and procedures, this Statement and the Group's Modern Slavery Policy remain current, informative, and relevant.
- Remain vigilant of all modern slavery risks within our operations and business activities.