



# Modern Slavery Statement

## INTRODUCTION

Modern slavery can occur in every sector and industry and, like many human rights violations, is often hidden in plain sight. Given the prevalence of modern slavery globally, it is highly likely that companies and organisations are exposed to modern slavery risks. To address this global human rights issue, the Australian Government passed the Modern Slavery Act 2018 (Cth), which entered into force on 1 January 2019.

The objective of the Modern Slavery Act is to increase transparency and accountability by establishing an annual reporting regime. Flick Anticimex is committed to ensuring our procurements and purchases promote supply chains that are free from exploitation and send a clear message that modern slavery is unacceptable. We will build on our response over the coming years by being an advocate and working with key partners to grow awareness of modern slavery practices. Our core component of this commitment is with the end goal of ending modern slavery.

This statement is made in accordance with section 13 of the Modern Slavery Act 2018 and is the Flick Anticimex first annual Modern Slavery Statement, covering the period 1 July 2021 to 30 June 2022. Modern slavery is a crime that deprives an individual's liberty and dignity for another's gain. The Australian Government estimates that there are approximately 1500 victims of modern slavery in Australia at any time. The United Nations estimates that at least 40 million people around the globe are in modern-day slavery. Those most at risk include women and children who may have little or no capacity to protect themselves.

This statement sets out the actions we have taken to address modern slavery risks and the strategies we will implement to prevent slavery and human trafficking within our operation and supply chains.

## OUR OPERATIONS

Flick Anticimex commenced operations in 1918 and we now have over 780 technicians servicing over 300,000 customer sites annually. We protect over 55,000 commercial sites and 180,000 residential customers from pests every year. We also keep our commercial customer's premises hygienically clean by servicing over 54,000 washrooms sites. Flick Anticimex is regarded as Australian No. 1 and one of New Zealand's Leading Pest Control and Hygiene companies.

## OUR SUPPLY CHAIN

Flick Anticimex obtain goods and services from both domestic suppliers as well as international suppliers in the Asia Pacific Region, Europe, North and Central America. This includes finished goods, packaging, freight services, IT Services, utilities, and consulting services.

We reject modern slavery in all its forms, and we seek to manage this through appropriate controls embedded in our procurement processes and procedures. We are not aware of any issues of modern slavery in our supply chain, but we recognise the importance of continuing to be vigilant in managing the risk. We have long standing relationships with many of our suppliers, which was founded on transparency and supply reliability.

## OUR VALUES

Our values are the core of our business which glue all other pieces together. They are the guideline for action. Through our values we empower all employees to make decisions, take responsibility and take an active role in the continual growth and development of the company.

- Trust
- Innovation
- Passion

## POLICIES

Our commitment to mitigating the effects of modern slavery is upheld by our frameworks, policies, and procedures. These include but are not limited to the below Flick Anticimex's policies.

Code of Conduct Policy – which outlines the principles of expected behaviour and conduct of Flick Anticimex employees, sub-contractors, and business partners.

Industrial Relations Policy – this includes, but is not limited to, protecting employees from unfair treatment and discrimination by ensuring compliance with legal obligation, providing accessible and effective grievance and dispute resolution procedures, and recognising the right to freedom of association and the right to be represented. Flick Anticimex commits to pay the legally required minimum wages and to respect limitations on the hours of work and overtime obligations.

Whistle Blower Policy – which supports our people to observe high standards of good governance and ethical behaviour, and feel supported to safely disclose matters which may be inconsistent with modern slavery laws

## OUR NEXT STEPS IN 2021/22

- Development of a compulsory training module to raise staff awareness around modern slavery and the company's obligation under the current legislation.
- Engagement with classification I and II suppliers ensuring our suppliers code of conduct is always understood and adhered to.
- Complete due diligence with classification I and II suppliers, identifying key risk areas via detailed supplier questionnaires, interviews, and site visits.
- Update supplier service level agreements with the implementation of modern slavery and code of conduct provisions.

## MEASURING OUR PERFORMANCE

The specific processes required to assess and address risks of modern slavery will be a new undertaking. To assess the effectiveness of these processes, applied to the entire procurement lifecycle, we will undertake the following:

- Quantify the number of existing suppliers that have completed the initial risk assessment, as this process will be incorporated into all future approaches to market.
- Quantify the number of staff who undertake training.
- Statistics on the steps taken which will be provided in future modern Slavery Statements.

Flick Anticimex is committed to continually improving our policies and procedures to eliminate modern slavery and safeguard our sustainable procurement initiatives. This statement has been approved by the Board of Directors on the 28<sup>th</sup> of September 2021.

Sydney 28<sup>th</sup> September 2021



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