

# MODERN SLAVERY STATEMENT

CROIX INTEGRATED SERVICES GROUP



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Supply Nation  
MEMBER



Supply Nation

## CROIX ISG SUPPORTS THE MODERN SLAVERY ACT

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After the passing of the Act in Australian Parliament in 2018, companies with a consolidated turnover of more than \$100 million were required to report on the risks of modern slavery throughout their business operations and supply chains, and their proposed actions to manage these risks. Croix ISG Supports the legislation, regardless of having no obligation to report against it. Croix ISG has prepared this voluntary statement in commitment and support of The Act.



## Modern Slavery Act 2018 (Commonwealth) – Statement Annexure

### REPORTING ENTITY

The reporting entity as defined by the Modern Slavery Act 2018 (Commonwealth) (“the Act”) is Croix ISG Pty Ltd ABN 21 632 723 276 (Croix ISG).

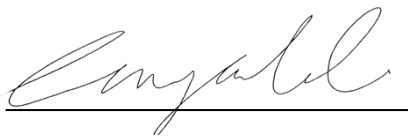
### PRINCIPAL GOVERNING BODY

The principal governing body of Croix ISG is the sole Director of the company. This statement has been approved by resolution of the Director.

### SIGNATURE OF THE RESPONSIBLE MEMBER

The Modern Slavery Statement is signed by a responsible member of Croix ISG, in accordance with the Act, on the 7th day of October, 2022.

Evin Yalda  
MANAGING DIRECTOR



## MANDATORY CRITERIA

Paragraph of Section 16 (1) of the Act	Description of Criteria	Response reference in this Statement Annexure
(a)	Identify the reporting entity	Croix ISG Pty Ltd ABN 21 632 723 276
(b)	Describe the reporting entity's structure, operations and supply chains	Paragraph (b) below
(c)	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	Paragraph (c) below
(d)	Describe how the reporting entity assesses the effectiveness of these actions	Paragraph (d) below
(e)	Describe the process of consultation on the development of the statement with any entities the reporting entity owns or control	The reporting entity does not own or control any other entities

## (a) REPORTING ENTITY

The Modern Slavery Statement is signed by a responsible member of Croix ISG, in accordance with the Act, on the 7 day of October 2022.

## (b) STRUCTURE, OPERATIONS AND SUPPLY CHAINS

**Structure:** Croix ISG is an Australian resident, Australian incorporated, Australian-owned private company and is not associated with a group of companies, and has no subsidiaries or entities owned or controlled by it.

**Operations:** Croix ISG is an integrated services provider, combining renovations and fit-outs, maintenance and cleaning services to meet the needs of the Public, Private, Corporate and Government Sectors nationwide. Additionally, Croix ISG is a registered NDIS service provider specialising in home cleaning, home modifications and renovations with participants across the Greater Sydney region.

**Supply Chains:** Our supply chain includes the purchasing of goods and the services required for our day-to-day operations, including cleaning supplies, building supplies, employment and staff training.

Additionally, to meet the requirements of our operations, our supply chain is supported by:

1. Subcontractors who facilitate us in providing client services
2. Labour supply organisations that provide services to support the delivery of our projects
3. Product suppliers, who supply the goods necessary of us to delivery our services

## (c) DESCRIPTIONS OF RISKS OF MODERN SLAVERY PRACTICES IN THE OPERATIONS AND SUPPLY CHAINS

Croix ISG is required to address the potential for risk of modern slavery practices throughout our supply chain.

## (d) DESCRIPTION OF THE ACTIONS TAKEN TO ASSESS AND ADDRESS THE RISKS OF MODERN SLAVERY PRACTICES

Croix ISG has implemented the following measures to assess and address the risks of modern slavery practices in its supply chains:

*Assessment:* We consider the risk of modern slavery practices day-to-day operations and supply chains to be low. Despite this, we acknowledge that there are segments of our operations that potentially pose an increased risk. These include the utilisation of subcontractors and employment-visa based staff from overseas countries when required.

*Addressing the risk:* Our Quality Management System ensures all staff uphold a high standard when conducting the delivery of services and in turn keeps our workplace safe, ethical and humane. These standards extend to our subcontractors and suppliers, in which we review the contractual agreements with on a regular basis to ensure they align with our principles and minimise the risk of modern slavery in our supply chain. All present staff, and newly inducted staff, will be required to complete the Australian Border Force Modern Slavery e-learning modules as mandatory training. Further resources will be supplied to ensure all staff have an adequate awareness and understanding of modern slavery.

## (e) DESCRIPTION OF HOW CROIX ISG ASSESSES THE EFFECTIVENESS OF ITS ACTIONS

We continuously monitor the performance of our suppliers and the nature in which they provide services and products to us. We strive to be diligent in our awareness of modern slavery practices when engaging with new suppliers and subcontractors, on top of conducting reviews of those who are currently procured in our operations. Further, by implementing and maintaining a policy where relevant employees are required to report any knowledge of modern slavery, we aim to stay consistent with our efforts to mitigate any potential risks as our operations evolve over time.