



Modern Slavery Statement



WorkPac Pty Ltd

Year Ended 30 June 2020



Table of Contents

- 1. About the Reporting Entity 2
- 2. Structure and Operations 3
- 3. Operational Risk..... 3
- 4. Supply Chain Risk..... 4
- 5. Analysis and Continuous Improvement 5
- 6. Endorsement 6

I. About the Reporting Entity

WorkPac Pty Ltd (ACN 111 076 012, hereafter “WorkPac”) is a privately owned Australian company and leading provider of recruitment and labour hire services within Australia, with a total of more than 11,000 employees at any given time. WorkPac’s registered office is: c/- The Peak Partnership, Level 1, 17 – 19 Mount Gravatt Capalaba Road, Upper Mount Gravatt QLD 4122.

In addition to its primary operations described above, WorkPac has several Australian subsidiaries which together comprise the WorkPac Group. These include:

- Engineering and construction businesses;
- Employing and operational entities for specific industries (e.g. health and social care);
- A Registered Training Organisation (RTO); and
- Other functional entities.

Close consultation and collaboration exists with each of WorkPac’s subsidiaries, who share common Board Members and managers and generally operate under policies and procedures for the WorkPac Group, ensuring consistency across the group.

Over its 24 year history, the strong growth of the business is attributable to several key values, one of which is a commitment to respecting and valuing people – a cornerstone of WorkPac’s “Who We Are and Our Aspirations” policy. As part of this commitment, WorkPac acknowledges that modern slavery exists within Australia and globally, and seeks to minimise potential or actual modern slavery within its own operations and supply chain. As well as achieving effective mitigation of these risks, this is also important to upholding the good standing and reputation of WorkPac and its clients.

Building upon this, WorkPac has implemented a “Modern Day Slavery Policy”, clearly stating a commitment to minimising the potential for modern slavery to occur within its own operations and that of its supply chain. In particular, the policy is communicated to WorkPac’s direct suppliers, with the explicit expectation that its principles are upheld within their own operations and with respect to their own supply chains. The policy, and evidence of WorkPac’s associated actions, also give clients confidence that appropriate and meaningful action is being taken by WorkPac as they review their own supply chains.

As a business with consolidated revenues exceeding \$1.4 billion in the financial year ended 30 June 2020, WorkPac is obligated to prepare and submit this statement in accordance with the requirements of the Modern Slavery Act 2018 (Cth). This statement outlines WorkPac’s actions to ensure that there is no modern slavery within its own operations, how its supply chain is analysed and managed, and WorkPac’s vision for continuous improvement in the management of modern slavery risks.

2. Structure and Operations

WorkPac is a national business with local teams operating in over 35 locations around mainland Australia. These cover metropolitan, regional and remote areas that are of significance to our customers: clients who require labour services and candidates who are seeking employment. Both recruitment and labour hire services are provided whereby:

- Recruitment entails the identification and presentation of candidates to clients, who will select and employ the successful applicants directly; and
- Labour hire is an arrangement where WorkPac is the employer of workers who are placed under the supervision and direction of host clients for their needs whether for temporary assignments, project work, or ongoing roles.

WorkPac's clients span many industries, including: mining, civil, construction, healthcare, social care, manufacturing, distribution, and defence.

As noted above, the broader WorkPac Group also comprises several other related operations, which are predominantly:

- Training services including nationally accredited qualifications;
- Diversity and inclusion services, particularly for Indigenous Australians;
- Community engagement and charitable endeavours; and
- Engineering and construction services as part of a diversified business model.

WorkPac is proud to be a key contributor to Australian employment through:

- Connecting job seekers with employment, with more than 26,000 successful placements in a typical year;
- Facilitating meaningful career progression, with thousands of WorkPac employees transitioning to direct employment with their respective clients each year;
- Driving lasting change towards closing the gap when it comes to employment, with a national Indigenous participation rate of 7% (more than double the population rate);
- Supporting gender equality and opportunities for women, for example with above average female participation rates in the mining industry; and
- Fostering skills and career development for many Australians, including over 1,000 successfully completed apprenticeships and traineeships in the last five years.

3. Operational Risk

Over 87% of WorkPac's expenditure for the financial year was in the payment of wages and other entitlements to its employees, both for its labour hire workforce and its own internal staff. This incorporated an average labour hire workforce of 11,000 employees at any given time, and up to 500 internal staff. WorkPac is confident that the risk of modern slavery within its own operations is very low as:

- Best practice systems, policies and procedures are employed for the recruitment and employment of people within WorkPac’s operations;
- Regular audit and monitoring from both internal and external experts demonstrates that these systems, policies and procedures are being followed without exception;
- Ongoing compliance with legal obligations is maintained, providing working conditions and entitlements which are well above standards that would constitute modern slavery;
- WorkPac is committed to ensuring that workplaces are suitable and safe, with regular audits conducted on every workplace where employees are required to work;
- Regular contact is made with labour hire employees through direct contact and anonymous surveys to provide regular opportunities to raise any concerns or issues; and
- In accordance with WorkPac’s values and policies, all of its employees are required to be treated with respect, fairness and integrity.

Corporate governance and leadership from WorkPac’s Board of Directors is responsible for ensuring that these systems are in place, and are operating in accordance with policies, procedures, and referenced industry standards. This includes an in-depth auditing regime which combines internal and external auditing at individual locations and at a company-wide level. Several management committee meetings are also conducted at frequent intervals to strengthen the monitoring and review of WorkPac’s systems by the Executive and Board of Directors.

4. Supply Chain Risk

Key supply categories are managed by WorkPac’s national procurement team. The primary products and services sourced by value are: PPE, medicals, air travel, accommodation, ICT equipment. WorkPac’s Modern Day Slavery Policy is communicated to suppliers, setting clear expectations as to the standards expected of suppliers. These include:

- Suppliers must not use forced, bonded or involuntary labour;
- Child exploitation is prohibited;
- Rights to freedom of association and collective bargaining are to be respected;
- Working conditions are to be safe and hygienic;
- Fair wages and benefits are paid, and working hours are not excessive; and
- Discrimination, bribery, corruption, harsh and inhumane treatment are all prohibited.

WorkPac’s procurement procedures include the careful evaluation and selection of suppliers based on several key criteria, including the management of modern slavery risks. Each potential supplier is questioned on their own policies and procedures for the management of modern slavery risks, with responses reviewed and stored by the procurement team. In addition, regular review of existing suppliers is also conducted to ensure the currency of information held by WorkPac, and to assess any continuous improvement initiatives of the supplier.

Each of WorkPac’s suppliers are assessed for their modern slavery risk, based upon information provided by the supplier and publicly available risk data, including:

- Responses received from suppliers regarding their commitment to WorkPac's Modern Day Slavery Policy, and details of their own procedures for identifying and managing modern slavery risks;
- The potential level of risk associated with the sector or industry of each supplier;
- The potential level of geographical risk associated with the location of the supplier, or the countries which inputs are sourced; and
- The potential level of risk associated with the particular products and services provided by the supplier.

Whilst it is not feasible to conduct thorough analysis of WorkPac's entire supply chain, the above risk assessment enables the identification of priority areas to target further investigation where warranted.

5. Analysis and Continuous Improvement

WorkPac continues to evolve its management of modern slavery risks. A solid foundation has been laid through:

- The implementation of a Modern Day Slavery Policy, setting internal standards and outlining clear expectations of WorkPac's suppliers;
- Review of WorkPac's operations and supply chain, including engagement with direct suppliers to understand their modern slavery risks and actions;
- Training of key personnel regarding modern slavery and the management of modern slavery risks; and
- Reporting of management practices and risks in relation to modern slavery.


The operation and effectiveness of WorkPac's modern slavery management practices are reviewed on a regular basis by representatives from the Board of Directors, Executive and management team.

Reflecting upon best practice and community examples in the management of modern slavery, WorkPac recognises that it can continue to improve in the monitoring and management of modern slavery risks. Planned improvements for the future include:

- Greater mapping and understanding of supply chain – Whilst WorkPac carefully selects and engages its direct supply chain, working with suppliers to identify and review subsequent levels of the supply chain will improve visibility and risk management;
- Increasing awareness and knowledge of modern slavery – Whilst key personnel within WorkPac are aware of modern slavery and management practices, knowledge will be increased for all internal staff thorough training and awareness campaigns; and
- Improving the capacity to report any alleged modern slavery – Mechanisms are available for feedback and whistleblowing, but these could be made more accessible and provide greater confidence of anonymity for anyone reporting.

6. Endorsement

This statement was approved by WorkPac's Board of Directors on the 30th of March 2021.

A handwritten signature in blue ink, appearing to read "D. Baxby".

David Baxby
Chairman