



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.

Through our four brands, we provide labour hire, recruitment and secondment solutions, engineering and design services, and IT consulting services. We have assessed the potential operational risks across these services. 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 2022-2023 financial year, as well as highlighting our focus for the 2023-2024 Australian financial year.

GROUP STRUCTURE



OUR OPERATIONS & SUPPLY CHAIN



| OUR SERVICES | OUR PEOPLE | OUR SUPPLIERS |
|--|--|---|
| On-hired Employment, Permanent Recruitment, Training & Upskilling | Workforce Management Consultants, Recruitment Consultants, Associate Consultants, IR Specialists, Health & Safety, Management, Payroll | Technology, PPE & Equipment, Stationery & Office Supplies, Printers, Catering, Facilities Maintenance, Car Manufacturers, Consultants, Accounting & Payroll Services |
| 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, Printers, Catering, Facilities Maintenance, Car Manufacturers, Consultants, Accounting & Payroll Services |
| 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 (both in Australia and overseas), Accounting & Payroll Services |
| IT Managed Services IT Consulting | IT Support, IT Specialists | Technology, PPE & Equipment, Stationery & Office Supplies, Printers, Facilities Maintenance, Accounting & Payroll Services |

MODERN SLAVERY RISKS

OUR OPERATIONS

An identified risk falls within our labour hire services and secondments. Bayside Group and Acclaimed Workforce engage and on-hire workers to perform work for a client, with the client considered a 'host employer'. 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. Balpara also holds these certifications, providing secondment services to client sites.

To mitigate employment 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 help to keep our workers safe, with regular Workplace Assessments and Job Safety Analysis conducted.

Potential risk has been identified through our international sourcing services for skills not readily available in Australia. We have comprehensive recruitment and monitoring processes in place aimed at mitigating these risks.

OUR SUPPLY CHAIN

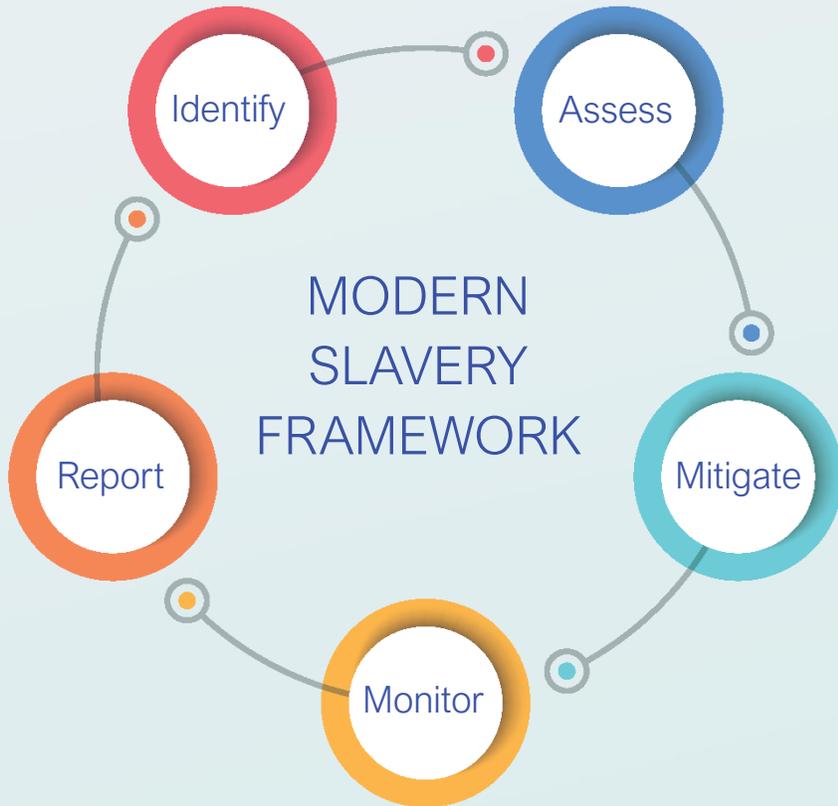
As a paperless, services organisation, our supplier numbers are relatively small. However, we are committed to mapping our supply chain to reduce risks and have worked to incorporate all suppliers into a centralised database.

We continue to work to our 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 continue to have potential to be our highest risk areas, so our liaison with key suppliers in relation to this policy and our expectations is ongoing.

Our Quality Committee, which meets quarterly, reviews our supply chain activities as an ongoing agenda item. Through our Procurement team and use of our Supplier Evaluation Questionnaire, we continue to monitor and identify risk across our supply chain.

We continue to work with our supply chain to identify risks within their operations and their own suppliers.

ACTIONS TO MITIGATE MODERN SLAVERY RISKS



2022-2023 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:

- ✓ Continuing to apply our Sustainable Procurement Policy and Supplier Evaluation Questionnaire.
- ✓ As part of our overarching commitment to our ESG framework, continued review and development of all relevant procedures.
- ✓ Discussing business operations in relation to modern slavery with those suppliers identified as higher risk.
- ✓ Identifying Policies and Procedures requiring review to ensure alignment with our Statement.
- ✓ Being cognisant of modern slavery risks when working with clients who are considering sourcing skills from overseas to ensure compliance.
- ✓ 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 across our supply chain is ongoing. As such, we have a Modern Slavery Committee in place to ensure we, as a business, remain diligent. Our focus in the 2023-24 financial year is to:

1. Ensure all relevant suppliers complete our Supplier Evaluation Questionnaire.
2. Integrate into our client standard Terms of Business an expectation for compliance with the Modern Slavery Act 2018.
3. Finalise our process for responding to suspected incidents.
4. Conduct training for our employees on identifying, assessing and responding to modern slavery risks.
5. Develop a procedure to ensure due diligence when working with clients who have requirements for international skills to ensure alignment with our commitment to modern slavery.
6. Review our processes for engaging internal Consultants from overseas.

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 20th December 2023 and is made pursuant to the Modern Slavery Act 2018 (Cth).



Robert Blanche
Director & CEO
Bayside BWE Pty Ltd