

► FY24

# MODERN SLAVERY STATEMENT

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# INTRODUCTION

This Statement is issued on behalf of PeopleIN Limited (PeopleIN) and its controlled entities (Group) as outlined in the FY24 annual report, in compliance with the reporting requirements of the Modern Slavery Act 2018 (Cth) (Act). PeopleIN is a publicly listed company on the Australian Securities Exchange (ASX:PPE) and has its corporate headquarters at Level 6, 540 Wickham Street, Fortitude Valley, Queensland.

In line with the Commonwealth Guidance for Reporting Entities, this statement details PeopleIN's operations, supply chains, and the processes for identifying and mitigating modern slavery risks. It covers the activities of PeopleIN and its controlled entities for the reporting period from 1 July 2023 to 30 June 2024 (Reporting Period).

This Statement reflects PeopleIN's strong commitment to upholding human rights and preventing modern slavery in all its forms. This commitment is essential for the long-term success of PeopleIN's business and the wellbeing of the communities with which it engages. Through its policies, procedures and practices, PeopleIN actively works to combat modern slavery while promoting fairness and inclusion. Its audit and governance systems are designed to ensure continuous improvement in addressing these critical issues.

## ▶ ABOUT PEOPLEIN

PeopleIN is the largest Australian-listed workforce solution company. Our group harnesses local expertise and market-leading technology to simplify client complexity within Health & Aged Care, Community, Education, Trades & Labour, Agriculture & Food Processing, and Defence sectors.

The company operates with a strong focus on compliance, safety, and corporate responsibility, leveraging a centralised executive leadership function and shared services teams to ensure high standards are maintained across all its brands. PeopleIN is also committed to sustainability and inclusion, with initiatives supporting First Nations communities and a strong focus on equity.

In the past year, PeopleIN successfully placed over 34,500 individuals in new roles, underscoring its role in shaping careers and driving workforce success. Through its diverse and integrated approach, PeopleIN continues to deliver innovative, scalable solutions to meet the ever-evolving needs of the talent marketplace.

# PEOPLEIN STRUCTURE AND OPERATIONS

SECTOR	SERVICES	TALENT	GEOGRAPHY
<b>HEALTH &amp; AGED CARE</b>	Staffing, Recruitment, International Recruitment, Workforce Management	Skilled healthcare workers (nursing, allied health, GPs), Technical/Skilled Professionals	Australia-wide
<b>COMMUNITY</b>	Staffing, Recruitment, Supplementary Workforce Management, Managed Workforce Services	Youth Support Workers, Disability Support Workers, Domestic Assistance Workers	NSW, QLD, SA, NT
<b>EDUCATION</b>	Staffing, Recruitment, International Recruitment, Workforce Management	Early Childhood Educators, Professional	NSW, QLD, SA, VIC, ACT
<b>TRADES &amp; LABOUR</b>	Staffing, Recruitment, International Recruitment, Workforce Management	Mining, Engineering, Civil & Construction, Manufacturing, Cleaning, Trainees & Apprenticeships	Australia-wide
<b>AGRICULTURE &amp; FOOD</b>	Staffing, Recruitment, International Recruitment, Workforce Management	Food manufacturing, Hospitality	Australia-wide
<b>FINANCE &amp; BUSINESS SERVICES</b>	Recruitment, Contracting, Workforce Management	Business support, Government, Accounting & Finance	QLD, NSW, VIC
<b>TECHNOLOGY &amp; IT</b>	Recruitment, Contracting, Workforce Management	Technical/Skilled Professionals	QLD, NSW, VIC
<b>DEFENCE SERVICES</b>	Staffing, Recruitment, International Recruitment, Workforce Management	Technical/Skilled Professionals	Australia-wide

# OUR SUPPLY CHAIN

PeopleIN is a leading provider of workforce solutions in Australia, employing approximately 800 corporate staff and 15,000 temp and permanent on-hired personnel across the country. The company offers a wide range of services, including:

- ▶ Recruitment Services & HR Solutions
- ▶ Workforce Management Solutions
- ▶ Recruitment Process Outsourcing (RPO)
- ▶ Managed Service Programs (MSP)
- ▶ Inhouse Consulting Services

PeopleIN's supply chain operates in two key categories:

- 1. Supply of Personnel:** This refers to the provision of workers who are hired by PeopleIN to deliver services to clients. These personnel are placed in both temporary and permanent roles.
- 2. Supply of Services to Clients:** This involves the delivery of services under specific statements of work, projects, or contracts. This category includes specialised services tailored to meet the needs of individual client projects.

Most of PeopleIN's suppliers are based in Australia. However, some of the technology suppliers may be located outside the country due to the nature of their business. This broad supply chain allows PeopleIN to efficiently deliver tailored workforce solutions while maintaining high standards of quality and compliance.



# PEOPLEIN MODERN SLAVERY RISK ASSESSMENT CONSULTATION PROCESS

In FY24 PeopleIN undertook its annual modern slavery risk assessment audit. In addition, each controlled entity completed a modern slavery risk assessment.

The results of these assessments were reviewed by the human resources and employee relations teams to ensure accuracy and to further examine any areas of risk.

The risk assessments identified that:

- 1** The brands that operate in the industrial sectors (manufacturing, food production, construction, etc) continue to ensure that all clients can pass credit and safety checks to ensure that employees will receive their entitlements in full and that worksites have appropriate safety practices in place.
- 2** Across all brands, clients are required to comply with PeopleIN's modern slavery legislative and reporting requirements. This includes the obligation to provide information as required to achieve compliance with the legislation as well as the requirement to produce the results of their own supply chain audits upon request from PeopleIN. This acts to ensure that if any clients are exposed to unacceptable risks of modern slavery, PeopleIN will remove any of its workers from such sites.
- 3** Clients across all brands continue to enthusiastically partner with PeopleIN to ensure worker safeguards on client sites reflect best-practices and that effective information sharing occurs to identify and eliminate risks of modern slavery.
- 4** PeopleIN brands continue to ensure that its employees have the requisite rights to work and requisite ID documents to ensure that they would be comfortable to avail themselves of PeopleIN's worker protections as well as external legal protections from exploitation. PeopleIN recognises that workers without rights to work are much more at risk of exploitation. Accordingly, PeopleIN deploys significant resources to ensure that our workers are not particularly vulnerable to exploitation of that type.
- 5** Rigorous compliance continues to be upheld to ensure that all visa workers are treated fairly and in compliance with Australian labour laws, including those relating to wage standards, working conditions, and workers' rights.

# RISKS OF MODERN SLAVERY IN PEOPLEIN'S OPERATIONS

## APPROVED PROVIDER UNDER THE PACIFIC AUSTRALIA LABOUR MOBILITY SCHEME

PeopleIN recognises its responsibilities under the Pacific Australia Labour Mobility Scheme (**PALM Scheme**). The PALM Scheme is an important Federal Government initiative between Australia, many of the Pacific Island nations and Timor-Leste. The PALM Scheme enables Australia to share opportunities in its job market with its island neighbours. This includes sectors with high labour demand such as agriculture, food production and aged care. PeopleIN also recognises and addresses the inherent modern slavery risks of engaging and mobilising migrant workers, in regional and remote areas and in to low or unskilled roles. PeopleIN has implemented best-practice worker safety, welfare and community support measures to ensure these workers are safe, cared for and supported to succeed in their roles. Further details of these practices are provided below.

## LABOUR HIRE INDUSTRY RISK

PeopleIN remains proud of its status as a market leading labour hire provider. Nevertheless, PeopleIN also recognises the inherent risks of modern slavery in the labour hire industry. PeopleIN continues to practice and continually improve upon its client onboarding and auditing practices to ensure client sites are safe, utilise best-practices for worker management, ensuring all staff receive fair pay and are paid at or above award levels, and that the workplace culture aligns with PeopleIN's requirements. How PeopleIN addresses such risks is further outlined below.





# APPROACH TO MODERN SLAVERY RISK IDENTIFICATION AND MANAGEMENT

## RISK AND CONTROL FRAMEWORK

During the Reporting Period, PeopleIN took the following steps to identify risks of modern slavery and to reduce or eliminate such risks:

- ▶ Reviewed and revised PeopleIN's Code of Conduct, Human Rights Policy and Whistleblower policy. Importantly, the revisions made it clearer for workers to make a confidential disclosure in relation to concerns about compliance with labour laws and workers' rights. This ensures that even where a disclosure may not be eligible for whistleblower protection under the relevant legislation, the workers are still encouraged and protected to raise concerns about their treatment in the workplace.
  - A broader range of confidentiality protections assists to ensure workers are comfortable to disclose matters such as home country corruption or other practices that may lead workers to be exploited.
- ▶ Reviewed and revised PeopleIN's Respect at Work Framework policies and procedures to ensure that they reflect PeopleIN's commitment and practices to prevent sexual harassment, unlawful discrimination and bullying in the workplace.
- ▶ All PeopleIN brands completed the annual supply chain modern slavery risk identification audit. The results were reviewed by the human resources and employee relations teams to identify and act upon any areas for improvement.
- ▶ Pre-employment health and visa checks to ensure our workers are safe to perform their duties and that they are legally able to work in the role.

- ▶ All employment contracts and policies reviewed and revised to ensure compliance with the government's industrial relations reforms.
- ▶ All operational leaders in PeopleIN brands trained on the labour law reforms to ensure compliance with the same.

## RISK MANAGEMENT (LABOUR HIRE)

- ▶ PeopleIN recognises that strong safety protocols play a crucial role in identifying practices that place workers at risk. In the reporting period PeopleIN has:
  - significantly expanded its safety onboarding compliance requirements for clients;
  - further expanded the practice of contacting on-hire workers at regular intervals to check on their experience in the workplace and to provide the opportunity for the workers to raise any concerns;
  - where safety or workplace related concerns are raised by workers, a timeframe is set for that matter to be addressed and resolved with reporting undertaken to ensure that timeframes are being met;
  - effectively doubled the number of internal safety and workplace experience audits conducted by the operational and safety teams; and
  - Achieved ISO45001 Occupational Health and Safety accreditation for all PeopleIN brands.
  - Invested significant time and resources in reviewing the labour law compliance of prospective clients to ensure when onboarded that their practices align with PeopleIN. This includes further education and updates to clients on labour law reforms to ensure clients remain aware of changes and are prepared for the same.



## RISK MANAGEMENT (PALM SCHEME)

- ▶ Developing enhanced online training to workers on their rights at work, safety and the support available to them should they have any concerns about their experiences in the workplace.
- ▶ Optimising onboarding training for PALM Scheme workers to ensure that the language used and concepts are accessible.
- ▶ All business leaders involved in the PALM Scheme required to undergo annual anti-bribery and corruption training to ensure risks to workers of exploitation are identified, addressed and eliminated.
- ▶ Industry leading welfare and pastoral care practices to ensure workers are integrated into their communities through community organisations, sporting teams and recreational activities. Such community participation reduces the risks of worker exploitation by expanding the number of persons that can support a worker to raise concerns.

## CONTINUOUS IMPROVEMENT ▶ AND LOOKING AHEAD

PeopleIN is committed to continually improving its practices in the management of modern slavery risks across its workforce, particularly with a focus on visa workers who may be more vulnerable to exploitation.

Key commitment areas for FY25:

- ▶ Strengthening relationships with clients who share a commitment to responsible labour practices and ensuring compliance with modern slavery laws and ethical standards.
- ▶ Engaging with government departments and maintaining consultations to stay informed about policy changes and best practices, helping PeopleIN adapt its practices to meet evolving legal requirements.
- ▶ Enhancing risk identification and management processes, including more robust monitoring systems and regular audits, to ensure effective mitigation of modern slavery risks across its workforce.

Through these initiatives, PeopleIN is positioning itself as a key player in the prevention of modern slavery while fostering a culture of care, responsibility, and compliance across its operations. This continuous improvement process will ensure that PeopleIN remains proactive in its efforts to protect vulnerable workers, promote ethical recruitment practices, and create a fairer, safer working environment for all.

## ENDORSEMENT

The entities controlled by the Group all operate under the directions and governance of the Board of PeopleIN Limited. This Modern Slavery Act Statement is made for the financial year ending 30 June 2024. The Board of Directors of PeopleIN Limited has approved this statement on behalf of itself and all the other reporting entities covered by this statement on 16/12/24 and will be updated annually.



**Glen Richards**  
CHAIRMAN

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