

Modern slavery statement

Randstad Holdings Pty Ltd
for the financial year ending 31 December 2025

our business

Randstad Holdings Pty Limited ACN 098 899 855, having its registered address at Level 9, 83 Clarence Street, Sydney, NSW 2000, and its Australian subsidiaries ("Randstad") are part of the global Randstad Group, the global leader in the HR services industry. Randstad is committed to a more equitable future for all. By serving as a trusted partner in today's technology-driven world of talent, we help people find work that feels good in the ever-changing world of work. Randstad's aspiration is simple: to become the world's most equitable and specialised talent company.

structure

The following entities are all wholly owned subsidiaries of Randstad Holdings Pty Limited:

Randstad Pty Limited (trading as Randstad);
HREXL Group Pty Ltd (trading as Randstad RiseSmart);
HR Partners Pty Ltd (trading as HR Partners by Randstad);
Aurec Group Pty Limited;
Aurec Pty Ltd;
Chalfont Consulting Pty Limited;
Randstad Digital Holdings Pty Ltd;
Randstad Digital Pty Ltd; and
Finxl Professional Services Pty Ltd.

Randstad was founded in 1960 and is headquartered in Diemen, the Netherlands. Randstad's ultimate holding company is Randstad Holding NV, our parent company, which is listed on the NYSE Euronext Amsterdam exchange.

operations

Aligned with our global parent company (Randstad NV), Randstad maintains a zero-tolerance approach to modern slavery within our business and supply chains. As members of a corporate group, Randstad utilises the same global policies and processes, operates in the same sector, and has, in some cases, shared suppliers. Randstad Holdings Pty Limited, as the governing entity, provides this single, consolidated description of Randstad's actions to address modern slavery risks in Australia.

our supply chains

Randstad employs approximately 850 corporate staff and 9,500 temporary personnel across 29 locations in Australia, delivering a full range of recruitment services and HR solutions, including: permanent and temporary recruitment, HR solutions, outplacement services, workforce management solutions, recruitment process outsourcing (RPO), managed service programs (MSP), and inhouse services.

Our supply chain can generally be divided into two categories:

1. The supply of personnel who work with us to deliver services to clients; and
2. The supply of goods and services to Randstad's operations generally, such as cleaning, catering and professional services, typically on annual contracts or for a specific project or statements of work.

In addition to suppliers, Randstad sometimes enters into non-binding strategic alliances and presently has one joint venture. Our suppliers are primarily located within Australia with the exception of some technology and cloud service suppliers which, by their nature, may be located outside of Australia.

risks of modern slavery

We accept that no part of our business is immune to the risk of modern slavery, and our approach to training reflects this. We acknowledge that some parts of our business and their respective supply chains have a higher potential risk of modern slavery taking place. In particular, those parts of our business which supply workers in the Healthcare, Construction, Manufacturing, and Industrial sectors.

During the reporting period ended 31 December 2025, Randstad advanced its commitment to mitigating modern slavery risks within its supply chain by further embedding robust due diligence frameworks. Building on initiatives deployed since 2024, the Group enhanced its procurement processes through the rigorous application of refined tender procedures and stringent supplier evaluation criteria.

In alignment with our updated procurement policy, Randstad actively prioritised preferred supplier arrangements. Under these frameworks, suppliers are strictly required to verify and demonstrate that their operations, products, and services are free from human rights violations, including any forms of modern slavery.

Aligned with our commitment to becoming the world's most equitable and specialised talent company, Randstad's global supplier code is updated regularly to mitigate increasing risks and clarify expectations of our suppliers.

In respect of operations where we supply staff who may have direct engagement with children, the Randstad Education division recognises the need for strict quality processes and strictly adheres to the Randstad operations manuals and Australian laws. To further mitigate operational risks and ensure the protection of our candidates, particularly within high-risk divisions such as the Healthcare sector, the Randstad Healthcare division enforces stringent candidate verification and onboarding protocols. Specifically, we ensure that all candidates:

- Possess lawful right to work: comprehensive verification checks are performed on every candidate to confirm their ongoing legal entitlements to work in Australia.
- Hold essential healthcare qualifications: candidates deployed across our Healthcare division undergo rigorous credentialing to verify they hold the exact professional qualifications and certifications required for their specific placements.
- Receive compliant and accurate remuneration: all hours worked are processed through our proprietary, integrated in-house payroll system, which dynamically interprets relevant modern awards and Enterprise Agreements (EAs) to ensure precise, lawful compensation in strict alignment with national employment standards.
- Operate strictly within their scope of training: clear frameworks are communicated to candidates during onboarding to ensure they understand they are only authorised to perform tasks and work within the specific environments for which they are fully trained and qualified.

labour hire laws

Randstad continues to be fully compliant with applicable labour hire licensing laws, including audit requirements it prescribes. Randstad follows robust onboarding and quality recruitment processes to ensure its employees' pay rates comply with National Employment Standards and appropriate Awards as prescribed by the Fair Work Act. Randstad maintains stringent centralised controls relating to award, EA and classification determination, managed by a team of internal industrial relations (IR) experts who ensure compliance against modern awards. To maintain the highest level of structural integrity within our multi-tiered supply chains, Randstad enforces strict governance over downstream subcontracting arrangements.

Where secondary personnel providers are utilised, we mandate the following protocols:

1. Mandatory labour hire licensing for second-tier suppliers: we require all second-tier and subcontracted labour providers to demonstrate absolute compliance with applicable state and territory labour hire licensing regimes. Engagement is contingent upon these partners holding active, verified Labour Hire Licences in their respective operating jurisdictions.
2. Compulsory subcontractor statements: to ensure complete transparency regarding remuneration and statutory obligations, all relevant subcontractors must regularly submit signed Subcontractor Statements. These statements serve as formal verification that all applicable employee wages, award entitlements, payroll taxes, and insurances have been fully and lawfully discharged, thereby minimising downstream modern slavery risks related to underpayment or deceptive recruitment practices.

united nations global compact and the UN human rights council

As a proud signatory to the United Nations Global Compact, Randstad remains actively committed to respecting, supporting, and promoting its core principles across human rights and labour standards. We fully endorse the 'Protect, Respect and Remedy' Framework, integrating the UN Human Rights Council's Guiding Principles on Business and Human Rights directly into our operational ethos. For Randstad, our corporate responsibility to safeguard human rights is deeply anchored in the International Bill of Human Rights and the fundamental rights established under the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

Enforced by our core values and formally embedded within our global Business Principles, we actively uphold the relevant ILO principles, including: freedom of association, eradication of exploitation, abolition of child labour, and equality and inclusion.

To guarantee the practical execution of these principles, all Randstad employees, temporary personnel, and external stakeholders have access to dedicated, secure channels to voice compliance or ethical concerns. These reporting pathways include localised grievance mechanisms as well as our centralised global misconduct reporting procedures. Every reported concern is handled with strict confidentiality, backed by an assurance of non-retaliation for any good-faith complaint. Furthermore, Randstad has established secure anonymous reporting mechanisms to provide optimal transparency and lower barriers to access for vulnerable workers.

To extend these human rights protections beyond our immediate workforce, Randstad continues to enforce a strict procurement framework. All suppliers are engaged exclusively under formal written contracts. These binding agreements mandate full compliance with all applicable local laws, the [Randstad Supplier Code of Conduct](#) and our overarching [Randstad Business Principles](#), ensuring our ethical standards are mirrored throughout our entire supply chain.

purchasing blueprint

Randstad continues to build on its purchasing blueprint with internal terms and conditions and a supplier code. We aim to ensure that the procurement of goods, works and services takes place in a socially responsible manner and in conformity with our business principles. We are explicitly requesting our suppliers to respect our regulatory, social and ecological principles, and to adopt practices in line with those principles. This way, we aim to ensure that our procurement of services and goods takes place in a socially responsible manner via stringent supplier onboarding procedures and best practices. These processes provide clear guidance to all purchasers in line with our business principles.

human rights policy

People are at the core of our services, and our ultimate vision is to be the world's most equitable and specialised talent company. When working for Randstad, we expect our employees to understand and promote the importance of our human rights responsibilities in relation to all stakeholders, both within the Randstad Group and in any external business relationships. This includes colleagues, candidates, jobseekers, clients, suppliers and all other stakeholders with whom employees come into contact as part of their job.

We are committed to protecting those groups of people that are more vulnerable in the labour market. We take a zero-tolerance approach to modern slavery: no form of forced labour, such as slave, bonded, indentured, or prison labour, will be used or offered. Work must be voluntary and candidates and employees shall be free to leave work or terminate their employment with reasonable notice, provided they abide by local legal requirements.

To ensure safe, ethical, and transparent recruitment pathways, we strictly enforce the following global protections:

- No recruitment fees: Randstad companies never charge jobseekers, candidates or employees any direct or indirect fees or related expenses (including through subcontractors) for registration or recruitment, whether for temporary assignments or permanent placements.
- No mandatory deposits: lodging financial deposits is strictly prohibited.
- Retention of personal documentation: no individual shall ever be deprived of their identity papers, passports, diplomas, or training certificates upon starting or terminating work with Randstad or our clients.

Randstad has adopted an updated global [Human Rights Policy](#) to support this.

Human rights are fundamentally integrated into our core values and daily business processes. They form a vital cornerstone of our strategy-setting process and guide our routine operations. Our operational approach dynamically scales according to the nature and context of our involvement, the likelihood and severity of potential human rights issues within specific sectors, and the direct impact of our operations.

Our updated global [Human Rights Policy](#) explicitly defines the leading principles governing our employees and candidates, while clearly formalising our strict expectations for external stakeholders. This policy reinforces Randstad's proactive commitment to preventing, mitigating, and remediating adverse human rights impacts caused by or linked to our operations and services.

global risk & control framework

Our global Risk & Control framework (comprising 'tone at the top', performance management, concepts and best practices, risk and control activities, and reviews and audits) continues to ensure that Randstad follows human rights principles worldwide. The design of this framework balances behavioural, preventive, detective and monitoring measures that safeguard compliance with human rights.

Operating companies and global departments continue to assess the components of the Risk & Control framework. The Key Control Framework (KCF) self-assessment process operates on a monthly cycle where controls per process are assessed. In addition, internal audits are carried out to evaluate and complement these self-assessments. The results of all these assessments, including improvement plans, lead to a Group-wide in-control benchmark discussion in meetings of both the Executive Board and the Audit Committee.

We support our clients and suppliers in following human rights principles. We continuously discuss with our clients and suppliers any salient human rights issues. Based on criticality and applicable law, Randstad inspects our clients' facilities to

ensure compliance with relevant regulations, such as health and safety. In addition, we may audit the supplier, and in case of non-compliance, Randstad will discuss appropriate improvement plans. Continued non-compliance may result in termination of the contract.

In order to assess the effectiveness of the steps we are taking to address modern slavery risks in any part of our operations and supply chains, Randstad monitors the following indicators:

- Successful completion of employee training both through attendance at induction and specific e-learning modules aimed at addressing modern slavery risks. In 2025, Randstad completed 107 e-learning training sessions on human rights and the training remains a mandatory component of our new starter processes.
- Percentage of suppliers of personnel subjected to audit;
- Reports of possible incidents of Modern Slavery;
- Senior Leadership Team (SLT) steering meetings that annually update and report on our Key Control Framework and our [Human Rights Policy](#).

Randstad group misconduct reporting procedure

As highlighted in our previous Modern Slavery Statements, Trust and simultaneous promotion of all interests are part of our core values. Any employee, candidate or other stakeholder who reasonably suspects or has witnessed a violation of a Randstad policy, particularly the Human Rights policy, is expected to raise their concern in accordance with the Randstad [Group Misconduct Reporting Procedure](#), including the Randstad Group Integrity Line.

The Integrity Line consists of a secure webpage and telephone hotline, available 24/7, and operated by an independent external provider. Reports can be made in a range of languages. The Integrity Line allows for communication between the complainant and Randstad.

Reports received through this Integrity Line are forwarded to the relevant Local Integrity Officer, who ensures that any report is dealt with quickly, fairly and lawfully. All concerns are treated in confidence, and with the complete assurance that there will be no retaliation against anyone filing a complaint in good faith. Although we encourage reporters to share their identity (as communication with the reporter greatly facilitates any investigation), reports can also be submitted anonymously when making use of the Integrity Line.

Where serious misconduct is proven, management will take prompt and appropriate action.

assessments

All new employees receive information relating to Modern Slavery as part of their induction programme, particularly where the Randstad Business Principles are covered. Employees working in branches are provided with guidance on indicators of modern slavery and complete mandatory e-learning. Mandatory refreshers cover Business Principles and modern slavery training.

The Randstad Risk & Audit function requests branches (annually) completing both self audits and internal audits. These audits maintain a focus on issues including, but not limited to, working rights, payment conditions, safety and compliance with applicable laws. The results of the self assurance check are reviewed and sample audits are undertaken to verify the accuracy and completeness. The outcome and results are reported to the branch and senior management, where corrective actions are recorded for rectification at the branch level. The audit program supports our existing and ongoing certification with ISO 9001 and 45001.

Randstad also has dedicated Industrial Relations, HR, WHS, Audit, and Legal teams supporting the business in its day-to-day operations.

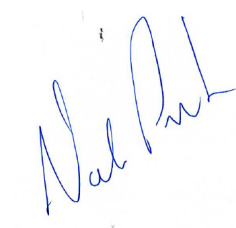
consultation

As part of the Randstad global group of companies, Randstad (including all the Australian affiliates) is audited by its Global Business Risk and Audit Function (BR&AF) team on compliance with global policies, including the Human Rights Policy. Further, all group companies report to the global audit committee and provide global reporting on any misconduct matters in line with global listed company requirements. Randstad and its Australian affiliates conduct centralised audits, training, and follow the same global policies applicable to all companies and the same integrated management boards. The Australian affiliates are run as part of the same control group.

We engaged and consulted with all companies we own or control in the development of this statement. We discussed details of the Modern Slavery Act 2018 reporting requirements, actions we intend to take to address these requirements, and provided them with relevant materials and updates.

approval

This statement has been approved by the principal governing body of Randstad Holdings Pty Limited and is applicable to all companies within the Randstad group of companies operating in Australia.



Nick Pesch

CEO

Randstad Holdings Pty Limited