



THE ADECCO GROUP



MODERN SLAVERY STATEMENT 2024

This Modern Slavery Statement (Statement) covers the activities of Adecco Holdings Pty Ltd (ABN 11 003 652 088) and its controlled entities (Adecco Group Australia) in accordance with the requirements of the Australian *Modern Slavery Act 2018 (Cth)* (Act). This Statement explains the actions that Adecco Group Australia has taken to assess, address and prevent modern slavery and human trafficking risks in Adecco Group Australia's business and supply chains during the year ending 31 December 2023.



THE ADECCO GROUP

About Adecco Group Australia

How we are making the future work for everyone

The Adecco Group is a global company operating in 60 countries around the world. Our mission is to help businesses to optimise their talent and transform their workforces, and also to build the employability of people within the labour force. As a leading talent advisory and solutions company, we are driven by a powerful purpose – making the future work for everyone. We achieve this through our three Global Business Units, which collectively offer workforce solutions, talent solutions and technology solutions:



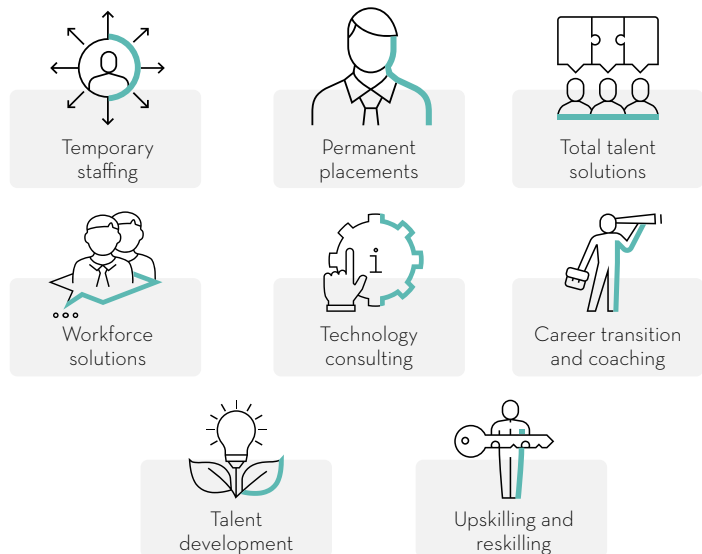
As published in our *Human and Labour Rights Position Statement*, our vision is:

- for everyone to have the opportunity to gain or maintain access to the world of work and be enabled to reach their full potential, and
- for every job to provide decent working conditions, fair remuneration, and social protection.

This is further supported by our focus to ensure that our business is not conducted at the expense of human rights and we conduct due diligence and risk management within our business operations to protect these human rights.

Our Operations

In Australia, our key services are:



Aligned with the global Adecco Group of companies (The Adecco Group (SWX: ADEN)), Adecco Group Australia has a zero-tolerance approach to modern slavery and human trafficking within our business and supply chain. This is our fourth Statement for Australia covering the following entities:

Adecco Holdings Pty Ltd*

Adecco Australia Pty Ltd

Adecco Industrial Pty Ltd

Advara Pty Ltd*

Akkodis Australia Consulting Pty Ltd

Akkodis Australia Talent Pty Ltd

Lee Hecht Harrison Pty Ltd*

Pontoon Australia Pty Ltd*

TAD Pty Ltd*

Spring Group Australia Pty Ltd*

*Voluntary reporting under the Act



Our Supply Chain

How we are making the future work for everyone

The Adecco Group has continued to strengthen its centralised Procurement and Property function in Australia and New Zealand. In 2023, our business continued to have a greater focus on cost management and transparency of supplier engagement, with the company investing in growing the Procurement and Property Team and promoting our local procurement policy which specifies that it is mandatory for due diligence to be performed on all vendors, including:

- verifying if the potential vendor must report under the *Modern Slavery Act 2018 (Cth)*;
- assessing policies and processes the vendor may have in place to identify, investigate and remedy the risk of any instances of modern slavery;

- understanding and identifying any direct or indirect suppliers or subcontractors the vendor may be engaging which is critical for the supply of goods and/or services to Adecco Group Australia, including the primary country of operation; and
- ensuring compliance to Adecco Group Australia's Code of Conduct.

With a new client opportunity in 2023, Adecco Group Australia saw a slight shift in the key supplier categories, with greater spend in technology and hardware and property. There was also greater focus on supporting Australian Industry Capability and Indigenous service providers.



■ Premises - Leases:

The Adecco Group does not own any premises in Australia and rents all office sites.

■ Technology and Hardware:

As a technology enabled company, we engage external technology providers to maintain and deliver software, telecommunication and professional services to assist with providing services to our clients, candidates, contractors and employees.

■ Pre-employment services:

As a talent solutions company, we invest in pre-employment services as part of our screening processes.

■ Business and Office Services:

We utilise business and professional services to support internal operations and employees, including engaging auditors, external law firms, advisory services, and maintenance and office supply providers (encompassing the provision of cleaning, catering and stationery).

■ Marketing:

As a talent advisory and solutions provider, we invest in a broad range of digital media channels and partner with creative agencies to connect, attract and engage with candidates and prospective clients.



As stated in our previous Modern Slavery Statement, we expect our suppliers to agree and adhere to our ethical standards for doing business. These standards outlined in our Code of Conduct require (without limitation) suppliers to:

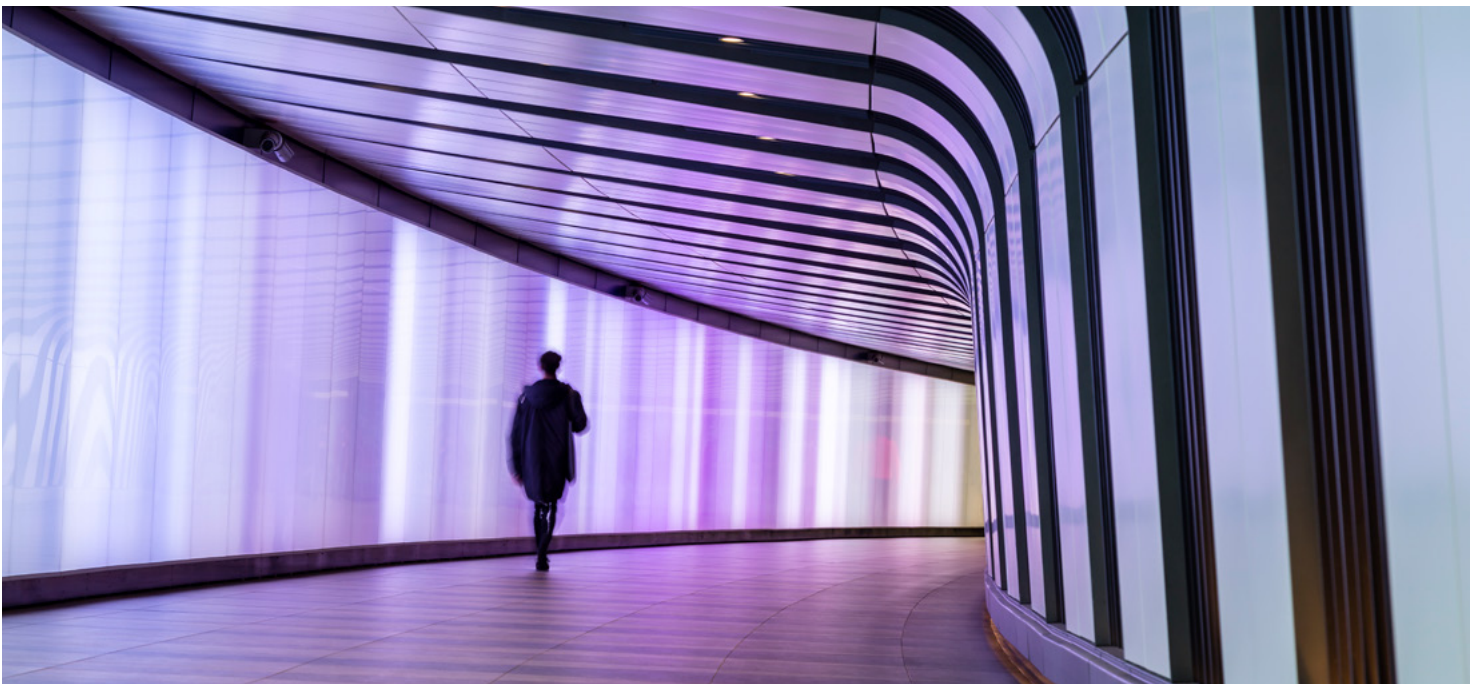
- refrain from holding a person in slavery or servitude or requiring a person to perform any form of forced or compulsory labour;
- not arrange or facilitate the trafficking of any persons;
- not purchase materials or services from companies who use involuntary labour or participate in human trafficking;
- operate in accordance with the United Nations Universal Declaration of Human Rights (“UN UDHR”), and the fundamental human rights and labour rights as articulated by the International Labour Organisation (“ILO”);
- treat and reward employees equally on the basis of the characteristics of their work and the intensity of their effort;
- provide, while taking into account the specific dangers of the relevant sector, for safe, hygienic, and healthy working environments for their employees;
- provide, as a minimum, rates of pay at the national legal standards; and
- act in accordance with applicable national and regional laws and regulations at all times.

In addition, we require key suppliers to commit to:

- developing and maintaining policies and procedures to avoid engaging in modern slavery;
- notifying Adecco Group Australia promptly upon becoming aware of any complaint or allegation that the supplier has engaged in modern slavery; and
- providing prompt assistance and information where requested from Adecco Group Australia from time to time.

A copy of our global Third Party Code of Conduct is available [here](#).

To date, we have not been notified of any complaints or allegations that a supplier in our supply chain has engaged in modern slavery.





Modern Slavery Risks

We are driven by a powerful purpose - making the future work for everyone. Our services help people fulfil their potential as we focus on building employability and connecting people with opportunities. As a talent solutions provider, we have additional responsibility when it comes to human rights, especially labour rights - both towards our own colleagues, and towards the individuals whom we offer access to work with through our clients. Addressing modern slavery aligns with our purpose, culture and values as an organisation.

While we do not operate in the high risk sectors identified in the “report of the statutory review of the *Modern Slavery Act 2018 (Cth): The first three years*”, Adecco Group Australia is committed to promoting and maintaining a diverse and inclusive culture of respect and equal opportunity. We have a zero tolerance to slavery in all forms and Adecco Group Australia has taken significant steps to identify any links between modern slavery and our operations. We consider that certain risk factors may possibly cause, contribute and/

or be directly linked to modern slavery practices, these risk factors include, particular types of products and services, geographic locations and business models.

The Australian Government has made it clear that it expects entities to identify and manage risks to people, rather than risks to the entity. We acknowledge the connection between modern slavery practices and other human and labour rights. Our global policy on Human and Labour Rights available here clearly articulates:

- our responsible recruitment and employment practices;
- how we respect Human and Labour Rights across our value chain; and
- our practice in undertaking regular risk assessments, supplier monitoring and stakeholder dialogue.

The following areas continue to be a priority at Adecco Group Australia when considering risks of modern slavery in our supply chain:



Compliance with labour hire laws and regulations. Adecco Group Australia is a licensed labour hire agency and complies with all state licensing schemes, including regular reporting requirements. In sourcing candidates for our clients, Adecco Group Australia has a dedicated Industrial and Employment Relations team who ensure all pay rates meet the relevant industrial award, conditions and Fair Work Act and working rights are verified prior to any engagements to reduce the risk of exploitation. This includes educating our clients on relevant entitlements for workers and ensuring compliance.



Suppliers and their supply chains. Adecco Group Australia engages suppliers that represent a lower inherent risk of modern slavery. However, we acknowledge that visibility of modern slavery risks may be limited through the engagement of a third party. Through supplier due diligence and setting the standard of ethical and legally compliant operations, we seek to reduce and mitigate any modern slavery risks as outlined in our actions which are detailed on the next page.



Actions to address risks of modern slavery practices in our operations and supply chains

In 2020, Adecco Group Australia commenced a supplier rationalisation project. As part of this project, existing suppliers were issued a questionnaire requesting further information regarding their operations and supply chains, including any identified or potential modern slavery risks to assist with our review of Adecco Group Australia's supply chain. This project enabled us to rationalise our existing list of suppliers, promote and educate the Act and increase our understanding of our supply chain.

By reducing the number of our suppliers, analysing any risks and monitoring the rate of supplier code of conduct acceptance, we were positioned to take a more proactive approach in monitoring and working with our suppliers more effectively to mitigate and minimise any potential risks of modern slavery practices. This was a positive foundation for Adecco Group Australia in its efforts to address modern slavery risks in 2021 - 2023.

Group Australia has taken further actions to address potential risks of modern slavery in our operations and supply chains through:

- Implementing a supplier governance and management process to ensure transparency of costs, measuring performance, identifying key risks and issues, monitoring compliance and agreed sustainability targets.
- Including sustainability and DE&I considerations (including accessibility) when reviewing property/office locations.
- Increasing visibility of supplier spend and categories.
- Strengthening our Procurement Policy.

Prior Actions Reported

- Launch of a Modern Slavery e-Module for training employees
- Utilising a global procurement performance management software to record and monitor past, existing and potential suppliers
- Procurement roadshows to drive engagement and awareness of the importance of understanding our supply chain and due diligence
- Supplier rationalisation project.

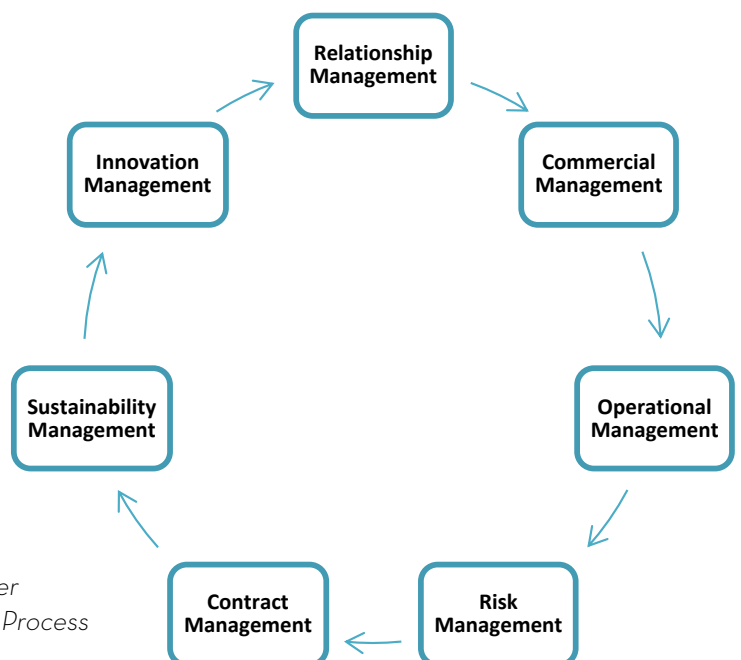


Figure 1. Adecco Group Supplier Governance and Management Process



As highlighted in our previous Modern Slavery Statements, we actively promote a culture of speaking up within our organisation. This is supported by an annual global Integrity and Compliance survey where questions are aimed to validating how our company lives up to our values and avenues to raise any misconduct.

The Adecco Compliance & Ethics (ACE) Reporting Tools assist with the reporting of actual or potential violations of the law, code of conduct, policies or procedures. Adecco Group Australia ensures that reports may be made 24/7 via the ACE hotline or ACE Reporting Line, including anonymous reports if required via www.adeccogroup.com/our-group/about-us/reporting-misconduct/. To ensure employees are equipped to manage any reports of misconduct, Integrity & Compliance Officers undertake training for conducting workplace investigations and have access to toolkits to assist

with preparing for and resolving allegations of violations of our Code of Conduct and/or Group Policies.

Reviewing and understanding our supply chain is not a one off activity and we continue to regularly review existing suppliers and undertake due diligence before onboarding any new suppliers. As a leading provider in talent advisory and solutions, it is also extremely important that we continue to educate our employees, suppliers and clients about ethical and responsible business practice, expected behaviours, and build awareness of modern slavery and provide avenues to report any risks or concerns.

Looking forward, we remain committed to undertaking continuous and ongoing assessment of our supply chain as we partner and educate our service providers, employees, clients and support business operations.

Assessing the effectiveness of our actions

At the Adecco Group, we have numerous commitments, policies, procedures and corresponding training that translate these global standards into our local business. This includes for example, our Code of Conduct and Third Party Code of Conduct, Human and Labour Rights Policy and Position Statement, relevant HR policies, data protection policy, and our principles for the ethical use of Artificial Intelligence (AI). Human rights form an integral part of our risk management, integrity and compliance, and audit frameworks and we expect the same standards and considerations from our suppliers.

The risk of modern slavery and human trafficking within Adecco Group Australia is managed by:

- Raising awareness (both internally and with our service providers).
- Applying our global and local policies.
- Strengthening the knowledge and skills of our employees.
- Adhering to Adecco Group Australia's supplier governance and management process.
- Undertaking internal and external audits.
- Protecting whistleblowers with a confidential hotline available 24/7.

In assessing the effectiveness of our actions, Adecco Group Australia have dedicated in-house Procurement, HR and Legal and Compliance teams who are responsible for ensuring compliance with laws, policies and processes across the business. This includes reviewing global and local policies and procedures and undertaking internal and external audits on a regular basis to ensure ongoing compliance. We further commit to building on our actions each year to prevent modern slavery and human trafficking. Following a review of the effectiveness of the actions we have implemented, we intend to:

1. Continue providing accessible training to employees to raise awareness and understanding of this topic and our obligations;
2. Progress our dialogue with our clients and suppliers by offering support and information; and
3. Continue to assess potential suppliers and re-assess existing suppliers to ensure compliance.



Approval and Consultation

This Statement is a joint statement submitted by Adecco Holdings Pty Ltd on behalf of its related bodies corporates. This followed briefings with the Executive Leadership Team by the local procurement and legal teams.

This Statement was approved by the board of directors on 1 June 2024 and is made pursuant to the *Modern Slavery Act 2018 (Cth)*.

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Head of Legal and Compliance

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