

MODERN SLAVERY STATEMENT

Introduction

Vivid Property Services (Vivid) conducts its business in a moral and ethical manner. We have a genuine social conscience and are working to elevate and make transparent our sustainability, environmental, social and governance strategies.

The cleaning sector is a high risk for modern slavery in Australia. As a significant employer, we take very seriously our obligation to ensure modern slavery practices are not present within our business or our supply chain.

We make this, our inaugural modern slavery statement, as an outward demonstration of our commitment to addressing the risk associated with modern slavery.

Vivid is committed to:

- Through training and education, ensuring the basic principles of the Modern Slavery Act 2018 are well understood by our employees, partners and contractors
- Responsible employment and procurement practices
- Implementing policies, procedures, and resources to guard against human rights violations
- Reporting annually on the risk of modern slavery in our operation and supply chain, even though our business's annual consolidated revenue does not require us to do so.

Vivid has been collecting and analysing cleaning time and performance data for 15 years. We have a superior, highly accurate understanding of the time it takes to perform various tasks. We reference this data when pricing our services and when in best and final negotiations.

Our mantra is simple: **We will not undercut our competitors or reduce our prices to the extent that it might expose our employees or contractors to human rights violations**, or risk damaging our brand and reputation.

Modern Slavery Action Plan

Vivid has created a modern slavery working committee, chaired by our CEO and with senior stakeholder representation from human resources, finance, client account management and

operations. This committee is charged with analysing our supply chain and identifying, assessing, addressing and preventing any risks of modern slavery.

A map of our overall supply chain is being developed to identify sectors and industries, types of products and services, countries and entities involved in our operations. Severe risks will be identified and addressed as a priority.

Existing policies and procedures are continually being reviewed and updated to ensure they address issues of potential modern slavery including the screening and engagement of new suppliers.

Our contracts of engagement are also being updated to include new ethical procurement clauses and a supplier code of conduct.

Systems and processes are being constantly reviewed and improved to enable tracking of our progress and the ongoing assessment of our modern slavery risk exposure.

We have commenced our journey with rigour and already taken meaningful steps to address modern slavery risk. As we progress, we will continue to address next steps and refine and further improve our approach and assessment to identify and respond to the risk of modern slavery practices within our organisation.

Vivid's first Modern Slavery Statement addresses the mandatory criteria outlined in the *Modern Slavery Act 2018 (Cth)*.

DATED this 23rd day of December 2021.



Scott Agnew
Managing Director
Vivid Property Services Pty Ltd