

Modern Slavery Statement

July 2023 to June 2024

Modern Slavery Statement			
Prepared By:	Risk & Compliance Manager	Revision:	Draft
Reviewed By:	Chief Operating Officer	Date of Issue:	3/12/2024

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1. Introduction

In accordance with the Commonwealth Modern Slavery Act 2018, **Johnstaff** is pleased to present its Modern Slavery Statement.

This is the second Modern Slavery Statement prepared by **Johnstaff** and sets out the actions taken by the organisation from the 1st July 2023 to the 30th June 2024, including our risk management strategy, consultation undertaken and process for continual monitoring and review.

This Modern Slavery Statement, prepared by the Risk & Compliance Team has been reviewed and endorsed by the **Johnstaff** Board of **Johnstaff** Pty Ltd (ABN 94 069 803 121) in its capacity as the principal governing body of Johnstaff Pty Ltd.

Pursuant to the requirements of the Act, authorised persons have reviewed the contents of this Statement and confirmed its accuracy.

This Statement is signed by Tim McCue in his role as **Johnstaff** CEO on 25th November 2024.



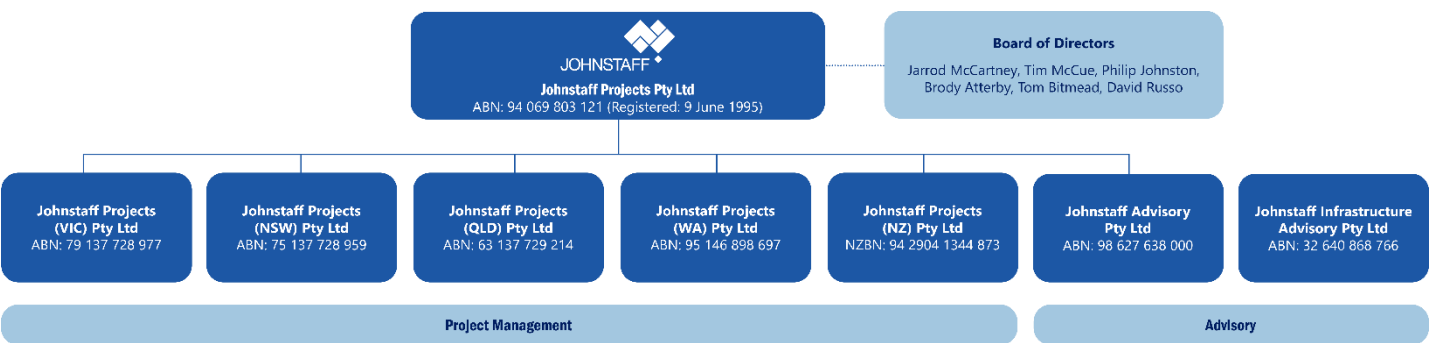
Tim McCue
Chief Executive Officer

2. About Johnstaff

Johnstaff is an independent Australian and New Zealand owned consulting practice that specialises in client-side Advisory and Project Management services for the planning and implementation of infrastructure investments for Private and Government clients.

Johnstaff employs over 250+ management professionals and is based in locations across Australia and New Zealand, including Melbourne, Sydney, Brisbane, Perth, Geelong, Auckland and Christchurch.

The **Johnstaff** group of companies comprises the following entities:



Further information about **Johnstaff** can be found at [About Johnstaff - Johnstaff](#)

2.1. Our Operations

Johnstaff is a diverse management and delivery practice and acts as advisors and project managers for both public and private sectors. **Johnstaff** does not purchase or sell any products.

Given the nature of our operations, our procurement normally involves purchasing from Australian owned and operated organisations, such as office related services, equipment and consumables (i.e. cleaners, furniture, stationery, IT hardware and software and workwear) or professional services, such as engineers, consultants, surveyors and/or lawyers.

Purchasing for office related activities are generally organised under a purchase order or once off arrangement and professional consulting services are arranged through a short to long term contract, which are governed by client and/or legislative requirements.

3. Consultation

This Modern Slavery Statement has been prepared in consultation and with input from the **Johnstaff** Board and associated Principals from each of the subsidiaries, as described in Section 2.

A modern slavery workshop was carried out in early 2024 to identify modern slavery risks within our operations, with outcomes reflected within Section 4.

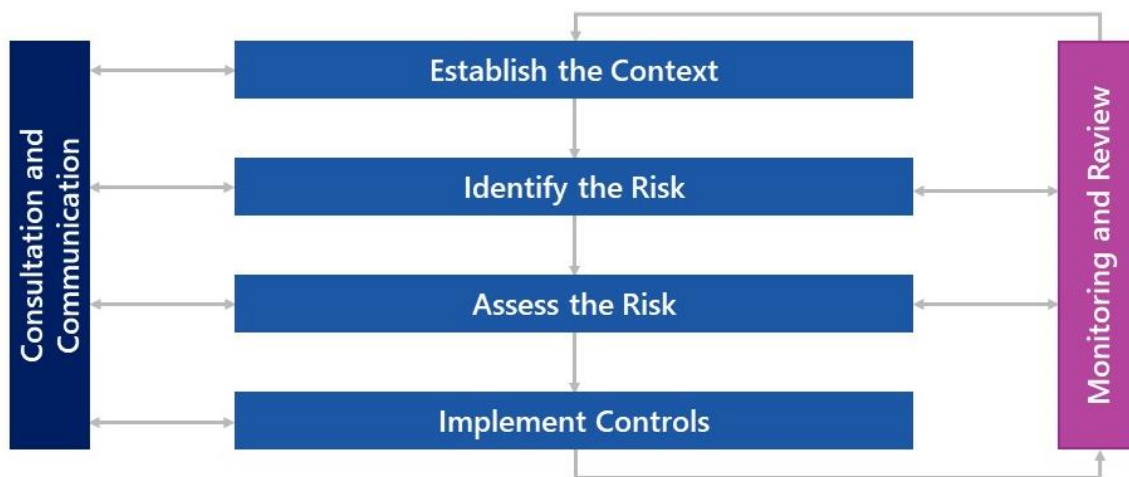
Johnstaff has a proactive approach to ensuring ongoing consultation and communication on modern slavery risks within our organisation, where core labour requirements are continually discussed and reviewed to ensure such risk is mitigated.

Modern slavery aspects are documented and provided to the Board through Risk & Compliance Reports or other communication strategies, such as through Principal meetings.

4. Identification of Modern Slavery Risks

Johnstaff recognises the importance of mitigating modern slavery risk and through the **Johnstaff** risk management framework, we ensure that any risks associated with modern slavery are appropriately identified and mitigated accordingly.

The following diagram provides a brief overview of the **Johnstaff** risk management framework, which has been aligned closely with the ISO 31000 Risk Management Standard:



Johnstaff senior management stakeholders held a Modern Slavery Workshop in early 2024 to determine current and/or emerging risks within its operations.

This workshop resulted in identifying internal and external stakeholders across two (2) main categories for consideration of modern slavery aspects, being operations and professional services supply chain. These categories are:



Operations

This supply chain includes office landlords, cleaners, catering providers, IT hardware/software suppliers, workwear/PPE suppliers, stationery and office supplies providers, as well as advisors such as lawyers.

The assessment identified a range of risks primarily associated with the importation of materials or products from overseas countries, including some known to have a track record of questionable employment practices, along with local workers in industries such as cleaning and security who may not receive their lawful employment entitlements.



Professional Consulting Services

This supply chain includes professional consulting organisations who we directly engage as part of our professional consulting commissions.

These organisations are predominantly Australian owned and operated and considered to be faced with similar operational supply chain risks as outlined above.

The modern slavery workshop identified that the risk of modern slavery being present in our own operations and supply chain in Australia is low. **Johnstaff** notes that in some instances there may be suppliers sourcing products from other countries and we acknowledge that the supplier evaluation process is ongoing and may not always achieve full transparency of our supply chain.

During the reporting period of 1st July 2023 to the 30th June 2024, **Johnstaff** were not made aware, nor did we identify any modern slavery issues within our operations or supply chain.

5. Actions taken to Mitigate Risks

Following the identification of modern slavery risks associated with its operations and professional consulting services supply chain, from 1st July 2023 to 30th June 2024, **Johnstaff** completed the following activities:

- Development of a Modern Slavery Policy for the purpose of communicating **Johnstaff's** commitment to mitigating modern slavery risk and ensuring workers, suppliers and contractors are fully aware of their obligations and company expectations;
- Enhanced the **Johnstaff** Grievance Policy and Fraud, Bribery, Corruption and Whistle-blower Policy to ensure appropriate reporting and grievance mechanisms have been established for communicating, investigating and addressing modern slavery concerns;
- Reviewed and enhanced **Johnstaff** employment agreements to ensure they fully comply with the requirements of the Modern Slavery Act and relevant jurisdictional employment laws;
- Established procedures under the relevant Integrated Management System (IMS) Reference Manuals to ensure an assessment of modern slavery risks is undertaken as part of the procurement process before suppliers or contractors are engaged;
- Development of a Self-Evaluation Assessment for use in our procurement processes to better understand the risks within our supply chain, and processes third party organisations have introduced to manage modern slavery risks. Note that this is still in the process of being provided to all **Johnstaff** suppliers/contractors/consultants;
- Reviewed and amended supplier and consultant agreements to incorporate necessary modern slavery clauses and reporting procedures; and
- Improved worker and management awareness of modern slavery risks and improvements to our systems through the development of a Modern Slavery awareness presentation. Note that this is still in the process of being provided to the **Johnstaff** workforce.

6. Evaluation

Johnstaff will continue to evaluate the effectiveness of the actions implemented to manage modern slavery risks within its operations and professional consulting services supply chain.

These arrangements will occur through:

- Monitoring the regulatory environment associated with workplace laws, including any ratification of conventions or protocols relating to local or international labour requirements;
- Continuing to assess our supply chain and evaluate suppliers/contractors for risk;
- Monitoring and positively responding to any grievances and whistle-blower related matters, where received;
- Monitoring worker payroll systems to ensure wages and entitlements are accurate;
- Ensuring employment agreements and contracts meet legislative requirements and are in place with each worker and/or supplier/contractor;

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- Continue to monitor our systems, processes and policies through our internal audit program to ensure effective implementation; and
- Continue to build on management and staff awareness and understanding of how to ensure modern slavery risks are appropriately managed.

