



# MODERN SLAVERY STATEMENT

**NUMBER: GEN1-009**

**EFFECTIVE DATE: JUNE 2023**

*Supersedes all previous policies and policy language pertaining to Modern Slavery Statement policies and procedures.*

## **STATEMENT OF POLICY**

Modern slavery describes the most serious forms of exploitation including trafficking in persons, slavery, servitude, forced labour, forced marriage, debt bondage and the worst forms of child labour. These abuses can occur in all industries and sectors and distorts global markets and responsible business practices.

Sirva, Inc. and its affiliated businesses (collectively, “Sirva”) are committed to observing all applicable labour and employment laws wherever we operate. As part of this commitment we respect ethical labour practices and value diversity and take a zero-tolerance approach to any form of human rights abuse, including modern slavery in our operations and supply chain and we expect that all of our employees, suppliers, subcontractors and agents uphold these values.

## **APPLICATION**

This statement applies to all employees, agents and contractors (including temporary contractors) of Sirva, collectively referred to in this Policy as ‘workplace participants’.

## **ADMINISTRATION**

Sirva strictly observes all applicable labour and employment laws, including those relating to equal employment opportunity; wage and hour regulations; freedom of association; privacy; the right of workplace participants to engage in collective bargaining; forced, compulsory and child labour; and non-discrimination.

## **OUR STRUCTURE**

Headquartered in the United States, Sirva is a global organization with employee relocation management and moving service operations extending across Australia, New Zealand, Asia, Africa, Europe, the Middle East and the Americas, ensuring worldwide reach and local expertise across more than 170 countries.

As an affiliated entity of Sirva’s international network, Sirva Relocations Pty. Ltd. is Australia’s premier global end-to-end moving and relocation service provider and offers service models that flex and align with corporate priorities, provides industry-leading technology, provides insights & analytics, global mobility expertise, from origin to destination, and help businesses manage mobility, offering individual relocation options.



As a part of Sirva's international network, Allied Moving Services Australia specialises in local, interstate and international moving services, short and long-term storage facilities at its branch locations, and specialist business relocation services for businesses and other commercial entities.

Sirva Relocations Pty. Ltd. and Allied Moving Services Australia's position is that, due to the nature of the employee relocation and moving industries, the risk of encountering any modern slavery practices is low, however we abhor and condemn unjust, inhumane employment practices and we are nevertheless committed to avoiding any use of, or contribution to modern slavery in our operations and supply chains. To this end, Sirva takes a number of measures to ensure that its staff are educated on the matter and that all suppliers are properly and routinely reviewed:

- To ensure that all workplace participants understand and are knowledgeable on the issues and risks pertaining to modern slavery and its practices, all employees undergo onboarding training, annual compliance training thereafter and are further required to review and agree to Sirva's Code of Business Conduct.
- To ensure fair employment and labour practices, Sirva relies upon merit, qualifications (for example: education, experience, or competencies) and other job-related criteria, as the sole basis for all employment-related decisions affecting workplace participants and applicants.
- Sirva also strictly observes all applicable labour and employment laws, including those relating to equal employment opportunity; wage and hour regulations; freedom of association; freedom of movement; privacy; the right of workers to engage in collective bargaining; forced, compulsory, child labour and modern slavery; and non-discrimination. Sirva is committed to recruit, hire, train, compensate, promote and provide other conditions of employment without regard to a person's race, colour, religion, national origin, sex (including pregnancy), sexual orientation, age, disability, veteran status or other characteristic protected by law. Discrimination on any of these bases is strictly prohibited.
- Sirva's commitment to ESG (Environmental, Social & Governance) includes identifying any key initiatives that support and enhance our ethical hiring and workplace practices, which then our sub committee focus on efforts to support those ethical hiring and workplace practices.
- Sirva's Whistleblowing policy encourages all workers, suppliers of Sirva and its affiliates to report any concerns of illegal or dishonest activity related to our direct activities, or those of our supply chain. Our policy is designed to make it easy for workers to make disclosures, without fear of retaliation and maintains a hotline, which allows individuals to report anonymously if desired, on any compliance concerns including concerns relating to labour practices or breach of human rights.
- Sirva has a Supplier Code of Business Conduct ("Code") which requires our suppliers to support and conform to its standards in the areas of employee labour conditions, health and safety, environmental management, anti-bribery and corruption laws and regulations, best pricing, and integrity. Sirva's Supplier Code of Business Conduct explicitly

communicates the social responsibility expectations that we have for our suppliers and their respective suppliers.

- To ensure conformance with our expectations, Sirva completes a review of all active suppliers and classifies them into 3 risk categories – high, medium and low risk. Factors considered in the risk classification include geographical location, service, industry association, sector, and probability of continued use or re-engagement.
- Higher-risk category suppliers are provided with a Sirva questionnaire requesting information on their compliance with our Supplier Code of Business Conduct. Those suppliers found to have unmanaged, unwarranted, or excess risk are identified for remedial action ranging from improvement up to ultimate removal from Sirva’s preferred supplier network if they cannot comply.

Sirva’s commitment to fair and just practices throughout its organization has yielded a talented base of educated workers and suppliers that support our company in its quest to meet customer needs.

The statement was approved by the board of Sirva Pty Ltd on 23<sup>rd</sup> June 2023.

Approved:



Michael Schumann (Director Moving Services Australia & New Zealand)