

RGF Staffing APEJ Modern Slavery Statement



Modern Slavery Statement # 3

RGF Staffing APEJ believe that forced labour has no place in our operations or supply chains and that business and governments need to work together to make progress on this complex issue.

Governance

RGF Staffing APEJ (Asia Pacific Excluding Japan), referred to as 'RGF Staffing' and its related entities is an ecosystem of entities and brands including:



Collectively, we acknowledge our responsibility under the Modern Slavery Act, and we take active steps to ensure modern slavery is not occurring in our operations or within our supply chain.

RGF Staffing provides a centralised governance framework for our group of companies to leverage and oversee modern slavery risks within our supply chains and operations. Our Board of Directors formally reviews and approves our annual Modern Slavery Statement before it is published.

About Us and our supply chain

RGF Staffing APEJ (Asia Pacific Excluding Japan) is part of a global group RGF Staffing, one of the world's largest HR services providers, with activities in Europe, the UK and North America.

RGF Staffing APEJ operate in the following sub-set of locations within the RGF staffing group:



The RGF Staffing APEJ Pty Ltd Board of Directors consists of five (5) directors who are nominated and elected by the full board of directors of RGF Staffing B.V. (executive & non-executive directors jointly).

Day to day management of RGF Staffing APEJ is delegated to the CEO and each subsidiary brand is managed by an Executive General Manager, accountable to the CEO. RGF Staffing APEJ PTY LTD is domiciled in Australia and our head office is in Sydney.

Entities within the RGF Staffing APEJ group include:

- AHS Services Group (Australia & New Zealand)
- Aurion Corporation
- Chandler Macleod Consulting
- Chandler Macleod Hong Kong
- Chandler Macleod Managed Training Services
- Chandler Macleod Staffing Services
- Chandler Macleod x-PO Talent Solutions
- Leaders IT Services
- OCG Consulting
- Peoplebank Group Australia
- Peoplebank Singapore
- Vivir Healthcare

We engage 1,000 internal employees and 29,000 employees on client sites. We service 3500 clients from our 24 offices spread across Australia, New Zealand, Hong Kong and Singapore

and service clients who require both recruitment and labour hire services across a number of industries including:

- mining,
- industrial,
- IT services,
- healthcare,
- hospitality,
- manufacturing,
- distribution, and
- Government services

In addition to our recruitment and labour hire services, our other related operations include:

- Managed Training Services
- Specialist Talent Consulting
- Provision of Payroll Software & Services
- Psychometric Testing & Assessment Services
- Managed Hospitality Services
- Allied Health Care Services

Operational Risk

The majority of our expenditure over the last reporting period was in the payment of employee entitlements (wages, other entitlements) and associated costs (for example insurances).

This is supported by the following:

1. We comply with all applicable Industrial Law, including but not limited to:
 - the Prescribed Legislation,
 - applicable orders, directions and
 - any industrial instrument that applies to any of our entities
2. Holding and maintaining the appropriate licences for our operational activities
3. A suite of policies, procedures and systems designed with industry best practice in mind, are used to manage and oversee the employment and ongoing support of all our people
4. Working conditions are reviewed regularly for both our internal and external workforce, to ensure workplaces are safe and that entitlements are maintained to a high standard
5. Various committees have been established to ensure regular governance and oversight of our operations in line with our policies, procedures, licence conditions and relevant standards, codes and guidelines.

Supply Chain Risk

Our key suppliers include software and information technology partners and shared services providers (such as cleaning services, uniform suppliers, stationary suppliers). Whilst our suppliers are geographically diverse, the majority are located in jurisdictions with similar requirements and awareness of modern slavery risks.

The majority of our suppliers are Australian based and, because it is not feasible to conduct a full analysis of our entire supply chain, we have adopted the following risk based approach to ensure we are focusing on the priority / key risk areas in our supply chain:

Selection for review, through our supply chain assurance program is based on the potential levels of risk associated with:

- the industry or sector of the supplier
- the location of the supplier, or the location of where primary goods are sourced
- the particular products and or services provided by the supplier

We gather information from suppliers to score them against our modern slavery risk criteria. This score helps us determine:

- how much more assessment we need to do,
- the level of confidence that the supplier has a solid understanding of Modern Slavery risks
- whether the supplier applies the same standards as we apply to ourselves in relation to human rights.

Activity within our own operational control were assessed during the last reporting period as low risk.

We identified Cleaning services as being our highest risk supply type and throughout 2022, undertook a review of these suppliers, particularly those we used in our Hospitality Services business. The review has resulted in the consolidation of services and selection of one, Australian based preferred supplier for these goods and services.

A small portion of our businesses engage offshore partners, we ensure these types of arrangements provide fair and decent working conditions for their employees. It is important to note that we have not identified any evidence of modern slavery to date, but we have consulted with external experts to develop and implement a company-wide Offshore / Outsourcing guide that all our entities must adhere to.

Before any offshore arrangements can be entered into, a detailed and rigorous process of review is undertaken involving a number of our internal teams including: Legal, Finance, Risk, Industrial & Employment Relations, People & Culture and Safety.

This broad oversight assists us to mitigate any potential risks that may arise in these types of arrangements. In the event we may be unfamiliar with a jurisdiction external expertise will be sought to ensure proper due diligence is undertaken.

We also undertook a full review of our Supplier engagement process in 2022. This included the introduction of additional due-diligence checks and a review of the milestones and requirements our partners would need to meet in order for us to proceed with engagements.

Some of our key requirements include:

- Achieving a satisfactory score when completing our Modern Slavery Risk Assessment survey
- A mutual commitment to eradicating modern slavery and human rights violations
- Similar policies and procedures being in place with the supplier and a commitment to our supplier engagement principles.

Awareness and training

Our Code of Conduct, Modern Slavery Statement, Human Rights Statement, Diversity & Inclusions Policy, Environment Policy, Whistleblower Policy and Anti-Discrimination Policy are specifically referenced in our employee handbook and this year, we also introduced our Anti-Slavery Policy.

Our people complete a modern slavery awareness module as part of our Compliance training program and are aware that they can report any signs or suspected signs of modern slavery through our various reporting channels including

- The Whistleblower Hotline
- The Compliance Hotline
- Our internal grievance channels
- Various external bodies

Progress against our goals to date

Goal	Activity
 <i>Internal Policy Review</i>	<ul style="list-style-type: none">• Established new Anti-Slavery Policy• New Supplier Management Procedure and associated due-diligence checks• Integrated Modern Slavery considerations into streams we previously had not integrated these risks.
 <i>Strengthen supplier engagement</i>	<ul style="list-style-type: none">• Through the New Supplier Management Procedure, made clearer our expectations of suppliers• Distribution of our Supplier Engagement Principles
 <i>Performance Measures</i>	<ul style="list-style-type: none">• Our Sustainability committee established goals for each of the streams (through consultation with each entity). These measures are tracked quarterly and reported to our Head Office with an annual summary and achievement score forming part of the Group's overall performance at the parent company level.
 <i>Modern Slavery Contract Clauses</i>	<ul style="list-style-type: none">• Modern Slavery prohibition clauses integrated into contracts as these arose for renewal / at point of negotiation (where not already included)
 <i>Training</i>	<ul style="list-style-type: none">• Training continues as a way to maintain focus and awareness on Human Rights issues.• We also conducted a review of our Whistleblower hotline and partnered with Head Quarters in the Netherlands to provide an additional channel our internal team members could utilise at their discretion. A Training communication was distributed to support this expansion.

Measuring Effectiveness

The ongoing monitoring undertaken by our Sustainability Committee and our Supplier program help ensure that we are continuously improving our understanding of modern slavery issues (globally) and that we are identifying and risks within our supply chain.

Over the last reporting period, we assessed the effectiveness of our actions against our goals across the following areas:

- Governance & due diligence;
- Procurement & supply chain;
- HR practices, training & education;
- Grievances and reporting.





We continuously monitor the effectiveness of the processes and procedures we have implemented to address the modern slavery risks through our Sustainability Committee, specifically the Governance Stream.

We recognise that there are steps we can take to further improve the way we manage modern slavery risks within the supply chain including:

- Working with our suppliers to review subsequent levels of their supply chains, to improve visibility and management of potential risks and
- Increasing awareness of modern slavery risks

Our next steps

To continually improve our approach and our Modern Slavery Framework, we are planning to undertake the following actions in 2023:

-  Creating opportunities for all: Deepening our focus on placing individuals from marginalized or minority groups, reflecting the communities we serve.
-  Continuing our efforts to unlock opportunities and improve incomes for women; connecting both social and environmental agendas.
-  Improving our Supplier Management program to enable reporting on our supplier population by category, geography and analysis of the associated risks by our system.
-  Update our Supplier Engagement Principles to incorporate other social and environmental agendas.

Statement of Approval

RGF Staffing APEJ and each of its subsidiaries, are managed by the same core team comprising of Chief Executive Officer and Chief Financial Officer, who continue to keep the board informed of the reporting requirements and actions taken including our future goals and commitments.



This statement was approved by the Board on behalf of RGF Staffing APEJ and each of its related entities on 19/02/2023 and is signed on behalf of the Company and all its subsidiaries by Peter Acheson, Director and Chief Executive Officer.

Signed,

A handwritten signature in black ink that reads "Peter Acheson". The signature is written in a cursive style with a large initial 'P'.

Peter Acheson, CEO & Director.

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