



MC Labour Group

# Modern Slavery Act Statement

24/25



## Modern Slavery Act Statement 2025

This is the first statement of MC Labour Group and made pursuant to the Modern Slavery Act 2018. It sets out the actions we have taken to address modern slavery and human trafficking risks in our business operations, and supply chain in the reporting year 1 July 2024 to 30 June 2025



**MC**  
**LABOUR**

MC Labour Group means:

**MC Services Group (Aust) Pty Ltd** (ABN 45123509124)

**MC Labour Services Pty Ltd** (ABN 14078417133)

**MCLS (Aust) Pty Ltd** (ABN 33169551571)

**MC Shared Services Pty Ltd** (ABN 19626481418)

**MC Security Services Pty Ltd** (ABN 58120583084)

**MC Traffic Management Pty Ltd** (ABN 47154671539)

**MC Height Safety Pty Ltd** (ABN 56604992716)

**MC Holdings Group Pty Ltd** (ABN 22626481810)

# Our Business

Established in 1996, **MC Services Group (Aust) Pty Ltd** (ABN 45123509124), **MC Labour Services Pty Ltd** (ABN 14078417133), **MCLS (Aust) Pty Ltd** (ABN 33169551571), **MC Shared Services Pty Ltd** (ABN 19626481418), **MC Security Services Pty Ltd** (ABN 58120583084), **MC Traffic Management Pty Ltd** (ABN 47154671539), **MC Height Safety Pty Ltd** (ABN 56604992716), **MC Holdings Group Pty Ltd** (ABN 22626481810), **Advance Labour Pty Ltd** (ABN 25666948705), are privately owned Australian companies and are providers of quality labour hire personnel and services predominantly in the construction industry.

The MC Labour Group of companies complements our clients' core activities and their contribution to the end product.

We are now one of the largest providers of Labour Hire in Australia, with a Head Office in Melbourne, Victoria and additional regional offices operating in South Australia (Adelaide), Tasmania (Hobart), and Queensland (Mooloolaba).

MC Labour Group supply chain includes the products and services (including Labour) that we engage with to contribute to the entity's own products and services supplied to our clients. This includes products and services such as PPE and uniforms, office and cleaning supplies, vehicles, edge protection, IT equipment and communication devices.

## Core functions of each trading entity



### MC Labour Services Pty Ltd

MC Labour Services provides skilled on-hire personal primarily in the Building and Civil Construction sectors within Victoria. Founded on the core principle of delivering an innovative approach to labour hire by understanding the unique needs of each project and client. MC Labour services has an industry leading database of more than 30,000 experienced personnel who can be mobilised at short notice across a broad range of industries.



### MCLS (Aust) Pty Ltd

MCLS (Aust) provides skilled on-hire personal primarily in the Building and Civil Construction sections within South Australia, Queensland and Tasmania. Founded on the core principles of delivering an innovative approach to labour hire by understanding the unique needs of each project and client. MCLS has an industry leading database of more than 30,000 experienced personnel who can be mobilised at short notice across a broad range of industries.



### MC Traffic Management Pty Ltd

Our staff are highly skilled and qualified with all certifications for completing projects safely. This includes complex and ongoing traffic management services including TMA's, traffic management plans (TMP's), permits, traffic barrier hire, permanent and temporary signage erection



### MC Security Services Pty Ltd

MC Security specialises in providing fully trained, experienced and skilled personnel to secure a wide range of sites including retail, construction, corporate, major events security, warehousing, distribution centres and manufacturing facilities.



### MC Height Safety Pty Ltd (Rapid Height Safety)

Rapid Height Safety offers a new approach to safely working at heights, by offering edge protection solutions for concrete, steel and structural timber that are adaptable to clients needs. Rapid Height Safety supplies the most efficient height safety equipment and edge protection system in the market utilising fewer components to vastly reduce installation time.



## Our Approach

MC Labour Group acknowledges the labour hire industry in any supply chain can present a potential risk in terms of modern slavery. To that end, our Group is committed to ensuring the protection of human rights in all activities in which it has control.

The Modern Slavery Act (2018) (Cth) ('Act') defines modern slavery as including eight types of serious exploitation: trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, the worst forms of child labour, and deceptive recruiting for labour or services.

The MC Labour Group is a leader in employment practices within its sectors of the Australian labour hire industry. We are proud to have a diverse and inclusive workforce. We are committed to increasing employment opportunities for all cultures and genders and other groups who face barriers to gaining employment. This strategy is underpinned by MC Labour Group principles of partnerships and community participation.

The MC Labour Group have several policies within our company Business Systems Manual (BSM) that reinforces our approach to Equal Opportunity, Anti-Discrimination, Violence and modern slavery, including but not limited to:

- Code of Conduct
- Discrimination, Harassment and Bullying Policy
- Core Values Policy
- Equal Employment Opportunity Policy
- Freedom of Association Policy
- Indigenous Participation Policy
- Modern Slavery Policy
- Social Responsibility and Procurement Policy
- Whistleblower Policy

As part of our commitment, we voluntarily and willingly support and conform with requirements of the Modern Slavery Act 2018.

# Modern Slavery Risks

MC Labour Group acknowledges that every entity has potential modern slavery risks in its operations and supply chain and that every entity has the potential to 'cause', 'contribute to', or be 'directly linked to' modern slavery, as defined by the UN Guiding Principles.

**MC Labour Group is committed to progressively eliminating modern slavery risks in our operations and supply chains by working together with our employees, suppliers, clients & stakeholders.**

MC Labour Group have undertaken a scoping exercise to examine areas in our operations and supply chains that may involve risks of modern slavery practices.

By considering geographic risks, sector / industry risks, product / services risks and entity risks, we have developed a sound understating of areas in MC Labour Group's operations and supply chains that may involve risks of modern slavery.

## MC Labour Group's Operational Risks

MC Labour Group has assessed that modern slavery risk within its operations as being "Low potential" due to:

- All MC entities hold Labour hire licenses in accordance with the Labour Hire Licensing Act 2018
- The terms and conditions of approximately 80% of the labour hire workforce are set out in the MC/ CFMEU subcontractors Labour hire enterprise agreements, relevant to each state. The remaining 20% have terms and conditions linked with either a state specific enterprise agreement or a certified Modern Award endorsed by Fair Work Australia.

## MC Labour Group's Supply Chain Risk

MC Labour Group has assessed our supply chain risk as being "Low potential" due to local suppliers sourcing products from overseas. MC Labour Group is committed to sourcing products and services in a fair and equitable manner by:

- Supporting local business (services and products) where practical
- Supporting disadvantaged sectors where practical
- Generating positive economic and social outcomes for the community
- Ensuring minimum impact on the environment
- Considering value for money and a positive economic outcome for the company to ensure sustainability

- Adhering to our purchasing procedures, which are compliant with federal and state legislation, and meet ISO standards
- Rejecting sources that are known to be engaged in modern slavery

# Procurement, due diligence and supply chain assurance

MC Labour Group's modern slavery risk assessment process is a systematic process for assessing modern slavery risks in our operations and supply chain and is based on Hazard Identification, Risk Assessment and Control (HIRAC) Procedure. This procedure provides MC Labour Group with a step-by-step method for looking into our operations and supply chains for potential modern slavery risks.

MC Labour Group has also integrated modern slavery into our existing Grievance Policy and procedures, which is publicly available on our website via request. Any employee or stakeholder can report potential modern slavery risks in MC Labour Group's operations or supply chains. MC Labour Group has a Whistleblowing Policy and procedure to promote an environment in which MC Labour Group employees, MC Labour Group contractors and the team members of MC Labour Group contractors, are able to report, without fear of retaliatory action, concerns about any serious instances of wrongdoing that they believe may be occurring, including modern slavery. Importantly, MC Labour Group's Whistleblowing Policy applies to our suppliers, contractors, and their employees, providing a publicly available, supported mechanism for identification of modern slavery risks in our supply chain.

MC Labour Group is proud to hold certifications in Quality Management System ISO9001, Environment Management System ISO14001 and Occupational Health & Safety AS/NZS 4801 Standards. By integrating modern slavery risk management elements into MC Labour Group's operational systems, we have also embedded them into our ISO certification and compliance requirements. Importantly, MC Labour Group's operations, including modern slavery actions, will continue to be independently audited annually to ensure we maintain the highest possible level of compliance with ISO and Australian standards.

MC Labour Group is committed to training all employees to comply with company policies, annual reviews of policies including Whistleblower procedure and the supplier pre-qualification process is performed, to monitor and increase awareness and reduce risk of modern slavery within the business.

We will continue to monitor compliance of the actions put in place and commitments made through our quality systems and annual review of policies.

MC Labour Group will continue to update and implement processes and practices in the business to minimise the risks of modern slavery in our supply chain.

## Continuous Improvement and Monitoring

As an integral part of our continuous improvement journey, MC Labour Group places great importance on ensuring the effectiveness of the actions we take to assess and address modern slavery risks in our operations and supply chains. MC Labour Group will continue to monitor suppliers for compliance with the Modern Slavery Act by ensuring the supplier complies with MC Labour Group's Purchasing and Supplier Management Procedure.

MC Labour Group maintains an approved supplier register which is reviewed annually to ensure compliance.

MC Labour Group continues to focus on reducing potential modern slavery risks by:

- Improving and expanding our engagement with our suppliers and understanding of their supply chains with regards to human rights and modern slavery including the evaluation of the Supplier Risk Assessment Survey responses
- Incorporating Modern Slavery Act training as part of induction for all new starters

## Entity Consultation

MC Labour Group acknowledges that all the entities within the group have an equal role to play in understanding, identifying and reporting any known incidents of modern slavery.

MC Labour Group work closely together with common management and oversight. Group policies apply to all entities in the group. As a result, the consultation between

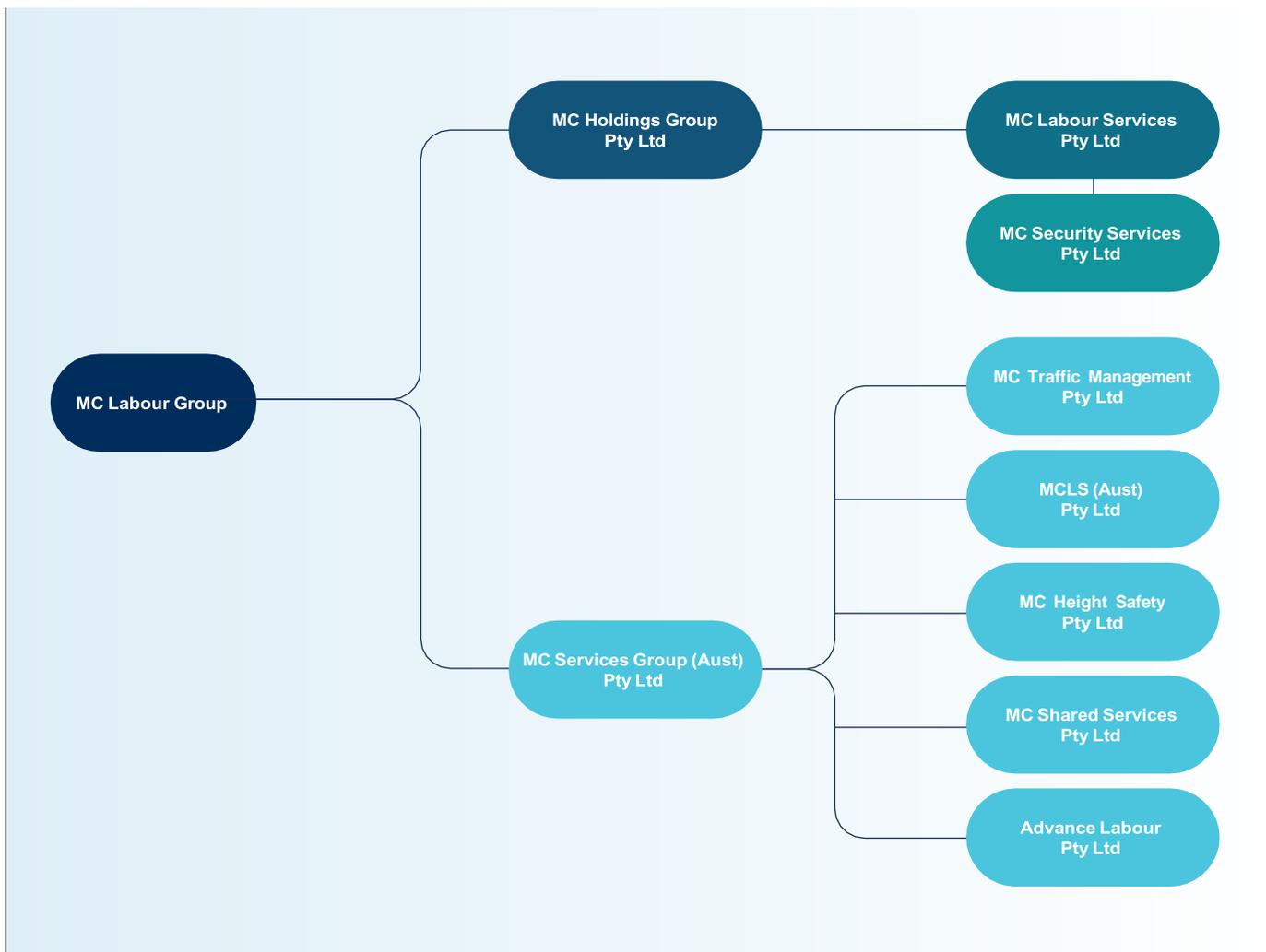


Figure 1 - MC Labour Group Entity Chart





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This Statement has been prepared to meet the seven mandatory criteria set out in the Commonwealth Modern Slavery Act 2018 and was approved by the MC Labour Group's Managing Director on 27th November 2024

*Marc Lunedei*

**Marc Lunedei**  
Managing Director

