

Version 2: August 2025

## Modern Slavery Statement

This Modern Slavery Statement is made on behalf of Expert360 pursuant to the Modern Slavery Act 2018 (Cth) for the reporting period ending 30 September 2025. It outlines the steps Expert360 has taken and continues to take to assess and address the risks of modern slavery practices within its global and domestic operations and supply chains and the operations and supply chains of any entities it owns or controls.

Modern Slavery is defined in the Modern Slavery Act (Cth) 2018 as conduct which would constitute:

1. an offence under Division 270 or 271 of the Criminal Code; or
2. an offence under either of those Divisions if the conduct took place in Australia; or
3. trafficking in persons, as defined in Article 3 of the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime, done at New York on 15 November 2000 ([2005] ATS 27); or
4. the worst forms of child labour, as defined in Article 3 of the ILO Convention (No. 182) concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, done at Geneva on 17 June 1999 ([2007] ATS 38).

Examples of what constitutes Modern Slavery is forms of slavery such as servitude, trafficking in persons, forced labour, debt bondage, forced marriages, sale of and/or sexual exploitation of children or sale of children for forced labour exploitation, where victims are forced to work out of fear of violence and/or intimidation.

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## Expert360 Modern Slavery Act • 2025

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## 1. Reporting Entity

Expert360 is committed to respecting human rights and taking meaningful steps to ensure modern slavery practices do not occur within its operations or supply chains.

## 2. Structure, Operations, and Supply Chains

Expert360 is a leading talent marketplace platform that connects highly skilled professionals with organisations seeking expertise. Headquartered in Sydney, Australia, Expert360 operates both domestically in Australia and internationally, servicing clients across various industries.

### Structure:

- Expert360 Pty Ltd is the parent company
- Subsidiaries and associated entities include Expert360 AUST Pty Ltd, LPS New Zealand Limited, LPS MESH Limited

### Operations:

- Core business activities include talent acquisition, talent supply and management, and providing consultancy services.
- Expert360 employs a combination of full-time staff and contractors.

### Supply Chains:

- The supply chain includes software suppliers, professional services providers, and contingent workforce suppliers.

## 3. Risks of Modern Slavery Practices

Expert360 recognises that the risk of modern slavery may arise in various aspects of its operations and supply chains. Key areas of risk include:

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## Domestic Risks:

- The use of subcontractors and contractors who may be subject to exploitative practices.

## Global Risks:

- Partnerships with vendors and suppliers in regions with high risks of forced labor, child labor, or unsafe working conditions.

While Expert360's operations primarily involve professional services, the company remains vigilant regarding potential risks in its indirect supply chains.

## 4. Actions to Assess and Address Risks

To combat the risks of modern slavery, Expert360 has implemented the following measures:

### Policies and Governance:

- Maintained a Code of Conduct that emphasises ethical practices and compliance with human rights standards.
- Introduced a Supplier Code of Conduct requiring all suppliers to commit to anti-modern slavery practices.

### Due Diligence Processes:

- Conducted risk assessments of suppliers to identify areas of potential vulnerability.
- Incorporated modern slavery risk considerations into procurement and contracting processes.
- Developed a framework for onboarding suppliers, including verifying compliance with labor standards.

### Training and Awareness:

- Delivered training programs for staff to increase awareness of modern slavery and how to identify and report it.

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- Encouraged an internal culture of vigilance and accountability through open reporting mechanisms.

#### Remediation:

- Established grievance mechanisms for workers, contractors, and suppliers to report concerns anonymously.
- Developed a response plan to address identified instances of modern slavery, ensuring remediation efforts prioritise the welfare of affected individuals.

## 5. Assessing the Effectiveness of Actions

Expert360 regularly evaluates the effectiveness of its measures to combat modern slavery through:

- Monitoring supplier compliance with contractual obligations related to modern slavery.
- Reviewing internal risk assessments and audit outcomes.
- Tracking and analysing data on training participation, grievance reports, and remediation efforts.
- Engaging with stakeholders, including employees, contractors, and suppliers, to gather feedback and insights.

## 6. Consultation with Entities Owned or Controlled

Expert360 has consulted with its subsidiaries and controlled entities to ensure a consistent and cohesive approach to addressing modern slavery. This consultation process involved:

- Aligning policies and procedures across all entities.
- Sharing risk assessment findings and best practices.
- Coordinating due diligence and supplier engagement efforts.

## 7. Future Commitments

Expert360 is committed to continuously improving its response to modern slavery by:

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- Enhancing supplier engagement and collaboration to drive higher standards of ethical practice.
- Expanding training programs to include more targeted and scenario-based modules.
- Leveraging technology to improve supply chain transparency and traceability.
- Collaborating with industry peers and organizations to share knowledge and develop collective strategies to combat modern slavery.

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This Modern Slavery Statement has been approved by both the Group Leadership team and the Board of Expert360 and is signed by Melissa Robertson, Chief People Officer, on behalf of the organisation.

Signed:



Melissa Robertson  
Chief People Officer, Expert360

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