



MSSGROUP

YE2025

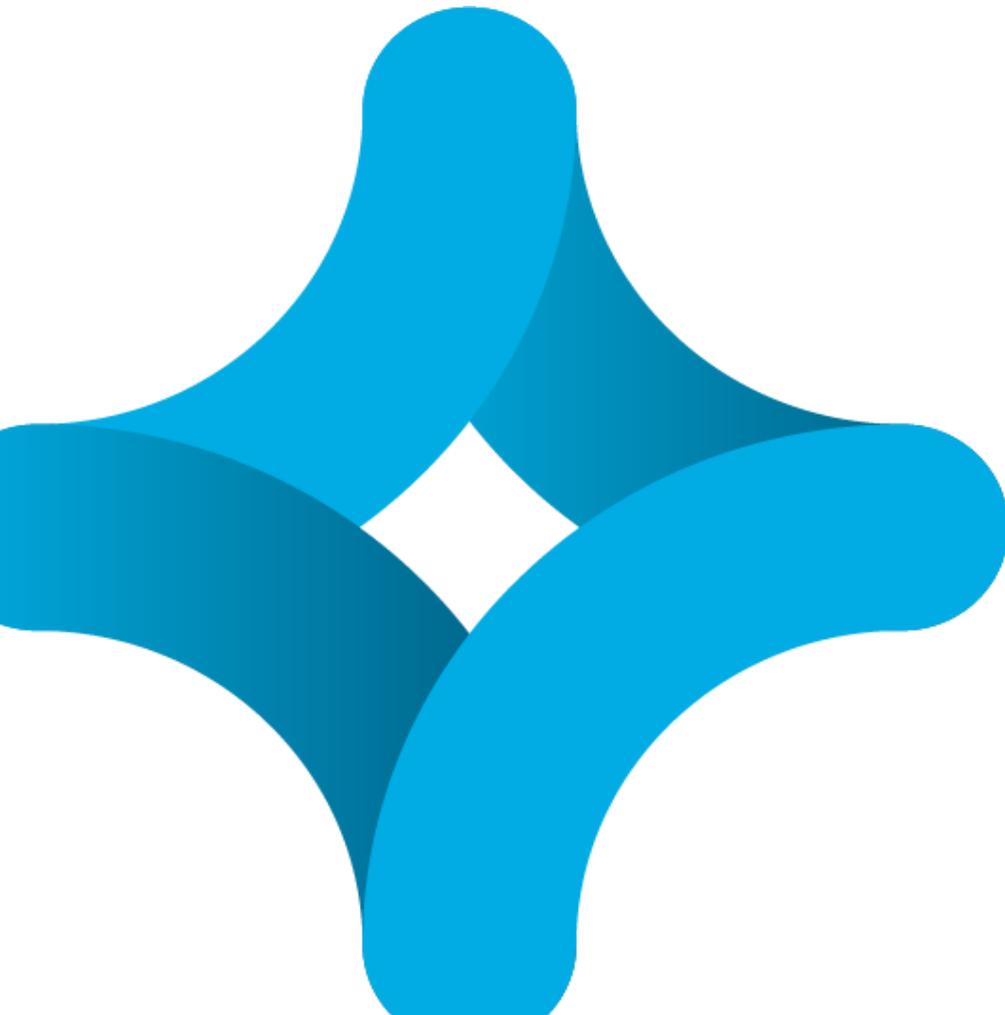
MODERN SLAVERY STATEMENT

Prepared: 16 December 2025

Board Approved: 20 December 2025

Multi Services Solutions Group Pty Ltd [ABN 21 602 539 873](#)
and it's controlled entities

MSS Hard Services Pty Limited ABN: 23 602 539 882, MSS Transport Services Pty Ltd ABN: 74 611 381 607, Triple H Technologies Pty Ltd ABN: 81 065 815 054, MSS Select Services Pty Ltd ABN: 40 625 451 176, MSS BBM Pty Ltd ABN: 12 618 398 413, Regional Airport Management Services Pty Ltd ABN: 53 648 024 757, Trak Group Ltd and NZ subsidiaries including Trak Ltd NZBN: 942 903 943 0854, Trak Security Ltd NZBN: 942 903 524 7623, Control Air NZBN: 942 903 771 8459, MSS Hard Services NZ Ltd NZBN: 942 9046 22 0721.



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1. Introduction

The Australian Government's *Modern Slavery Act (Cth) 2018* (the Act) aims to change the way entities do business to reduce the risk that the goods and services we use every day are the product of modern slavery. On 1 January 2019, the Modern Slavery Act 2018 (Cth) commenced ("the Act").

The Act defines modern slavery as including eight types of serious exploitation: trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services, and the exploitation of children.

Under the reporting requirement, large entities with over AU\$100 million annual consolidated revenue must prepare annual Modern Slavery Statements (statements).

The reporting entity is Multi Services Solutions Group Pty Ltd (MSS Group)

ABN 21 602 539 873 and its controlled entities;

MSS Hard Services Pty Limited ABN: 23 602 539 882, MSS Transport Services Pty Ltd ABN: 74 611 381 607, Triple H Technologies Pty Ltd ABN: 81 065 815 054, MSS Select Services Pty Ltd ABN: 40 625 451 176, MSS BBM Pty Ltd ABN: 12 618 398 413, Regional Airport Management Services Pty Ltd ABN: 53 648 024 757, Trak Group Ltd and NZ subsidiaries including Trak Ltd NZBN: 942 903 943 0854, Trak Security Ltd NZBN: 942 903 524 7623, Control Air NZBN: 942 903 771 8459, MSS Hard Services NZ Ltd NZBN: 942 9046 22 0721.

Registered office: c/o Forsyth GM, Level 14, 20 Berry Street, North Sydney, NSW 2060

Corporate office: Unit 8, 1B Kleins Road, Northmead, NSW, 2152

2. Our Core Principles

We are committed to implementing and enforcing effective systems and controls, within the reasonable limit of our resources, to mitigate and reduce the risk of modern slavery occurring within our operations or supply chains. We respect the human rights of our employees, consumers, and employees of our suppliers and business partners, and we commit to identifying and managing any risks to these rights.

We comply with relevant local and national laws related to human rights and modern slavery concerning our employees and our business operations.

We are committed to building relationships with suppliers, contractors and business partners who share our purpose, values and commitment to ethical and legally compliant business practices.

MSS Group acknowledges that we are a part of our clients' supply chain, and demonstrate our commitment to preventing modern slavery. Over recent years, we have voluntarily prepared annual reviews and statements as evidence of our compliance frameworks we use to assess and address these risks, including due diligence and remediation processes. These have been distributed to our clients' upon request.

For the FY25 period, areas of focus continue to be:

- seeking partnerships in investigating supply chains of concern;
- building relationships with our suppliers of goods and services identified as higher risk of having modern slavery in their supply chains; and
- improving our processes to reduce the risk of modern slavery associated with operations.

3. Reporting Criteria

In accordance with the Federal Government's Modern Slavery Act 2018 (Cth) (the Act), this statement outlines the steps taken during FY2024/25 to assess and address modern slavery risks within the reporting entities.

The purpose of this document is to outline MSS Group's approach to ensuring that MSS has robust frameworks and processes in place to minimise the risk of modern slavery in our business operations and supply chain.

At MSSG, we recognise that slavery and human trafficking can occur in many forms, and we are fully committed to operating responsibly and establishing and adhering to the highest ethical standards across our group. We will not tolerate any forms of slavery or human trafficking in our business.

The mandatory criteria require every statement to:

- identify the reporting entity;
- describe the reporting entity's structure, operations, and supply chains;
- describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls;
- describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes;
- describe how the reporting entity assesses the effectiveness of these actions;
- describe the process of consultation with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity giving the statement); and
- any other relevant information.

This Modern Slavery Statement covers MSS Group and its Related Body Corporates (as defined by the Corporations Act 2001 (Cth)). This Modern Slavery Statement is made according to the Modern Slavery Act 2018 (Cth).

MSS Group is satisfied that during FY2025 our controlled entities have acted, and have taken reasonable steps to respond to and address risks in accordance with any internal Modern Slavery policy and procedures and relevant Code of Practice and guidance issued under the Modern Slavery Act 2018 (Cth) ("the Act").

4. Anti Modern Slavery Policy

Anti modern slavery policy

At Multi Services Solutions Group Pty Ltd (MSS Group) we are committed to eliminating any risk of modern slavery occurring within our business, subcontractors and through any other business relationships.

Our policy applies to any persons working for or on the behalf of the business, in any capacity, including employees, contractors, consultants and any other third party representative.

We expect anyone that has a business relationship with us to familiarise themselves with our current anti-modern slavery policy. This policy is used to inform and underpin any statement on slavery and human trafficking.

What is Modern Slavery

Modern slavery can take various forms, including but not limited to;

- Forced and compulsory labour: all work or service, not voluntarily performed.
- Slavery: where ownership is exercised over an individual.
- Human trafficking: involves arranging or facilitating the travel of another human with a view to exploiting them.

Other forms of modern slavery that will not be tolerated include:

- Child Labour.

Breaches of This Policy

The breach of this policy by an employee and contractors may lead to disciplinary action being taken by Multi Services Solutions.

All persons are expected to co-operate to the fullest extent possible in any investigations into suspected breaches of this policy.

If any part of this policy is unclear, clarification should be sought from management in a timely manner.

Related MSS policy documents:

- Code of Conduct
- Whistleblower Policy
- Ethical & Responsible Supply Policy

5. Our business

Multi Services Solutions Group (MSSG) is a privately-owned Australian company with a heritage in Projects and Construction. Established in 2015, we offer client focused solutions operating in the following key areas;

Projects & Construction minor and major construction works and project management services including refurbishments, structural works, asset replacement and renewals, capital, and general facility upgrades.

Facility Services delivery includes capital upgrades, scheduled maintenance, and reactive services.

Trak and Select businesses to help build our in-house team and specialist expertise to deliver Mechanical, Fire, Electrical, Security Systems and General Works.

Transport & Logistics including valet, vehicle maintenance and asset movements.

Regional Airport Management Services we provide skilled labour alongside of advisory and consultancy services to owner operators of Regional Airports.

MSSG has grown to hold a diverse portfolio of service expertise, driving innovations and improved performance of our clients' assets, environments, and customer experiences. We have seen strong growth in aged care, retirement living, retail, education, government, health, aviation, hospitality, hotels, finance and commercial industry sectors. We have grown with our clients and our reputation has opened new opportunities for us to expand. At the heart of this growth is that we understand, report, and deliver quality customer service.

The MSSG team has a deep understanding of stakeholder management, ensuring our work is delivered in a way that minimises client disruption whilst maximising facility and asset availability. This allows our clients to focus on their core business whilst having confidence that their properties are being upgraded and serviced to meet their needs.

Fully ISO certified, MSS understands the importance of quality processes and management systems across our business. We embarked on a full review again in 2023 to bring our accreditations up to date. An external ISO Audit was completed in October 2025, and certification period extended to 2028.

[ISO 14001:2015: Environmental Management System Certificate](#)

[ISO 9001:2015: Quality Management System Certificate](#)

[ISO 45001:2018: Occupational Health and Safety Management System Certificate](#)

The group has over 215 employees with operations across Australia and New Zealand. We have office locations in Auckland, Sydney, Melbourne and Perth.

We employ specialist staff that are geographically spread and have a centralised corporate management and business administration structure to support our staff and service delivery across the region between Auckland and Perth. We invest in making it easy for MSS staff to readily access technology and administration support, allowing more of their time to be focused on client deliverables.

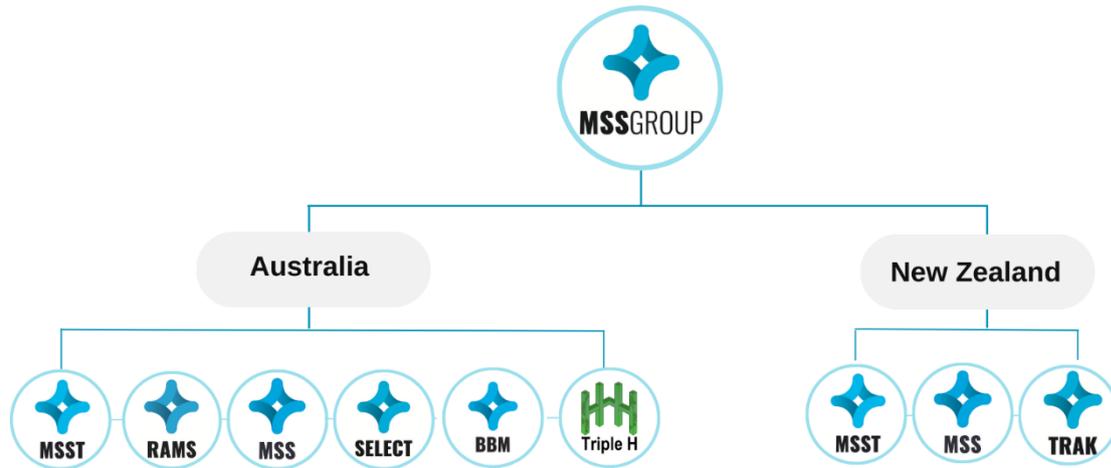
We understand that it is critical that we attract and hire the right people in the right places with the right expertise - and support them with the right tools and the right environment for them to be the best they can be.

Living our values is critical to our success and at MSS,

- We develop client focused solutions.
- We value our employees and encourage everyone to have a voice, collaborate, share ideas and learnings that constantly improve the way we do things.
- We choose the simplest and safest methods, bringing together the best of process and technologies in our work practices.

These values and behaviours align to create ***The MSS Way***.

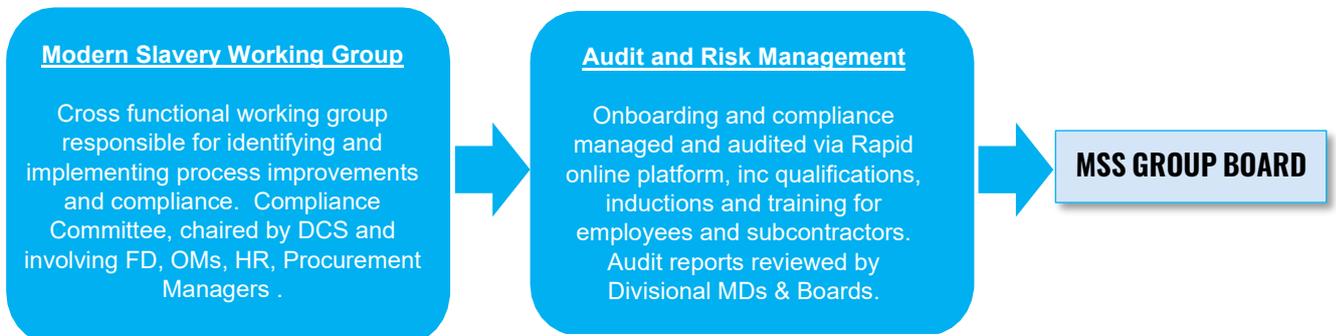
6. Our Corporate Structure



7. Our approach

MSSGroup has **zero tolerance** for any form of slavery-like practices.

We have established the following governance process to provide the MSS Group Board oversight of the implementation phase as we embed the Anti-Modern Slavery requirements into our existing Integrated Management System and Compliance Frameworks.



Our policies and procedures

We have formal policies already in place that are intended to promote ethical and legally compliant business conduct. Our policies contribute to our commitment to prevent violations of human rights such as modern forms of slavery in our business including our Anti Modern Slavery Policy, Whistleblower Policy, and Ethical & Responsible Supply Policy.

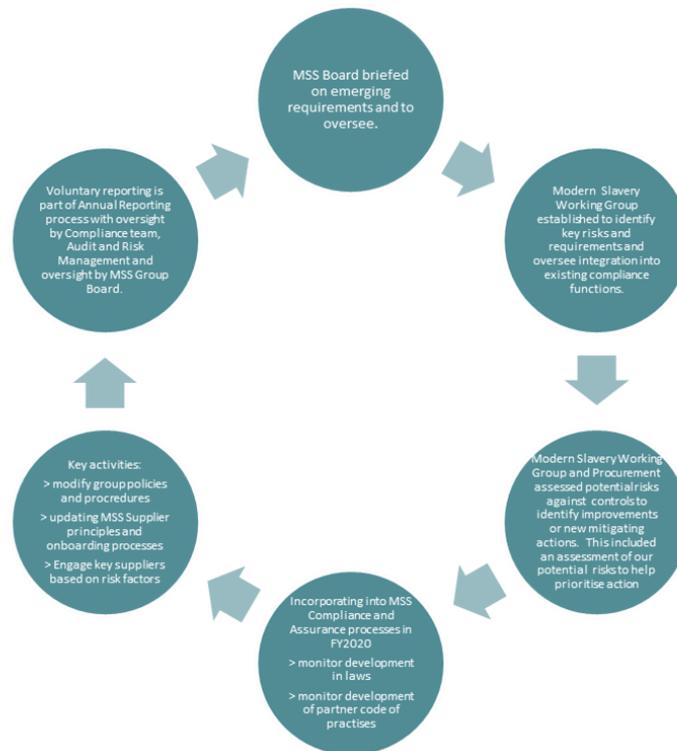
Our Procurement and Operational team have a number of risk mitigation and robust procurement processes in place including our Ethical & Responsible Supply Policy. employee and supplier on-boarding requirements.

The above procedural controls have been reviewed to ensure that we have robust processes in place to minimise the risk of modern slavery in our operations and supply chain.

Addressing the risk of modern slavery practice

We incorporate our approach to address the various risks of modern slavery practices in our MSSG Compliance framework and assurance processes. This ensure that our organisation has robust and effective processes that are firmly embedded in how we do business.

Our key actions to date and over FY2024 have been included as part of our compliance frameworks, and in consideration of future voluntary or obligatory reporting requirements.



8. Potential risks in our operations and supply chains

From 2020 we have completed annual reviews, and again during 2025, we undertook reviews of potential risk of modern slavery practices across our operations and supply chains. For this Statement, we have focused more on the potential risks to people rather than risks to our business entities.

During the assessment process, we considered risks that may cause, contribute and or be directly linked to modern slavery practices, in accordance with the Australian Government’s Department of Home Affairs draft guidance document (2018).

We also took into consideration other risk factors such as the sector, industry, types of products and services, geographic locations and business models.

As a result, MSS has been able to identify areas with no or low risk, for example, in any operational activities that are directly undertaken by MSSG employees and covered by our internal processes. We also identified potential risk ‘hotspots’ – e.g. where a local supplier may source a product, such as materials, uniforms and technology products/services from overseas sources, which may have a record of having modern slavery practices still in place.

We use these potential risk scenarios to prioritise our supplier engagement activities each year. In addition, MSS Group continues to improve our processes such as reviewing our Supplier Engagement Principles and supplier on-boarding which is maintained via the MSS Group the Rapid Induct and compliance reporting online platform.

During FY2025 the MSSG Working Group completed assessment of potential risks of Modern Slavery including the below activities;

- Reviewed and republished company policies
- Reviewed fair work and legislative changes including review of award wages as relevant to our workforce and industry sectors
- Reviewed supplier onboarding including Rapid system compliance and finance processes
- Completed unscheduled desktop audit of supply chain labour hire licences
- Completed unscheduled supplier desktop and site inspections including financial payment records
- Completed training of MSSG personnel responsible for procurement reviews
- Attended and completed site inspections where MSSG service delivery was in progress
- Developed site training for staff and due diligence processes to promote awareness of the risks of Modern Slavery within our supply chain including reporting procedures of suspected occurrences.

9. Future commitments

Over the next year, our key focus will be:

- To review and update our suite of risk-related policies and governance control measures
- Continue stakeholder engagement on this issue, including delivering appropriate awareness training sessions on modern slavery principles to relevant MSSG staff, our key suppliers and industry thought leaders
- Incorporating requirements into existing assurance processes; and
- Prepare for obligatory reporting requirement with templates and audit findings to be ready on an as requested basis by our clients and partners. Prepare for reporting cycle under the Act.

The Board of Multi Services Solutions Group Pty Ltd ABN approve this statement: 21 602 539 873 and its subsidiaries; MSS Hard Services Pty Limited ABN: 23 602 539 882, MSS Transport Services Pty Ltd ABN: 74 611 381 607, Triple H Technologies Pty Ltd ABN: 81 065 815 054, MSS Select Services Pty Ltd ABN: 40 625 451 176, MSS BBM Pty Ltd ABN: 12 618 398 413, Regional Airport Management Services Pty Ltd ABN: 53 648 024 757, Trak Group Ltd and NZ subsidiaries including Trak Ltd NZBN: 942 903 943 0854, Trak Security Ltd NZBN: 942 903 524 7623, Control Air NZBN: 942 903 771 8459, MSS Hard Services NZ Ltd NZBN: 942 9046 22 0721.

Dated: 20th December 2025



STEVEN MACE
Chairperson
Multi Services Solutions Group



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