

Modern Slavery Statement

RC-ML-001

Reporting Period of 2024 - 2025



CXC has been a trusted partner in contingent workforce management for over 30 years, providing end-to-end solutions that support the full contractor lifecycle — from engagement and onboarding to payroll, compliance, and reporting.

Headquartered in Sydney, Australia, CXC began operations in the early 1990s, at a time when the concept of a "contingent workforce" was still emerging. Originally focused on contractor vetting and payroll services, CXC has continually evolved in response to the changing nature of work and global regulatory demands.

Today, CXC delivers a broad suite of services designed to help enterprise clients seamlessly manage non-permanent talent while mitigating risk and ensuring compliance across local and international markets. With deep expertise in workforce classification, risk governance, and multi-channel supplier management, CXC enables clients to access and manage contingent talent more strategically and efficiently.

CXC's global reach, agile model, and proprietary compliance frameworks have made it a leading EOR, AOR and MSP for organisations seeking to adapt to the complexities of today's workforce landscape.

Our CXC

Our Journey

Our Expertise

Our Today

Company Structure

CXC is the licensed trading name for the business operated by Global Contractor Management Solutions Pty Ltd (GCMS) in Australia, New Zealand and Philippines. GCMS is the parent of a group of entities that operate the business.

Structure

CXC is part of the CXC Global Group and is comprised of Global Contractor Management Solutions Pty Ltd (GCMS), trading as CXC, and its sub-entities CXC Global NZ Limited, CXC Corporate Services Pty Ltd, Contractor Workforce Solutions Pty Ltd, CXC Health Pty Ltd, and SaaSpeople Pty Ltd operating in Australia, New Zealand, and Philippines.

GCMS itself is wholly owned by Peter Oreb (Global CEO) and Ingrid Webber (Global COO/ ANZ CEO) and Daren Morris (ANZ MD) and is responsible for employing the staff engaged to perform the contingent workforce management services of the GCMS Group – this does not include the workers on-hired to our clients.

CXC has on average 180 permanent staff and with an approximate 12000 contingent workers during the reporting period.

Entities included in this statement

Global Contractor Management Solutions Pty Ltd
ABN: 96 158 179 054

CXC Corporate Services Pty Ltd
ABN: 58 150 274 007

Contractor Workforce Solutions Pty Ltd
ABN: 85 145 542 114

CXC Health Pty Ltd
ABN: 73 150 274 954

CXC Global NZ Limited
NZBN: 94 290 316 803 01

SaaSpeople Pty Ltd
ABN: 52 620 188 276

Vision

CXC is a workplace like few others. The retention of our team vastly outshines our talent and industry competitors. With shared values that are lived by all, our team is empowered to deliver a high-grade service that our clients have come to expect from the CXC brand.

The world of work works differently today. We can now work anytime, anywhere. And hire anyone from anyplace. While new technologies promise higher productivity, managing new ways of working becomes highly complex.

These constant changes pose some interesting challenges. Can profits be enhanced without compromising values? Can the aspirations of workers be balanced with the demands of business? Can a business do the right thing, while also doing it right?

At CXC, we believe in making work, work for everyone. We maximize workforce flexibility, while minimising regulatory risk. We mobilise talent from around the world, not just around the corner. And we help businesses gain an edge, without cutting corners.

At CXC, we help business work the right way.

Work Flexible. Work Secure. Work Fair. Work Smart. Work Right.

Our mission is to be the best at simplifying the world of flexible work with innovative and equitable employment solutions so that everyone succeeds; anywhere, easily and compliantly.

Values

At CXC, our values are more than words — they are the foundation of how we work. We are passionate, curious, honest, accountable, adaptable, and united like family. These principles guide our decisions, shape our culture, and empower our people to deliver exceptional service with integrity and purpose.

We are passionate

We are proud about what we do. We strive for professional excellence because we believe in ourselves and our team.

We are curious

We are solutions focused. We use our curiosity and love for learning to solve our customers' problems.

We are honest

We keep our promises and act with integrity. We do the right thing.

We are accountable

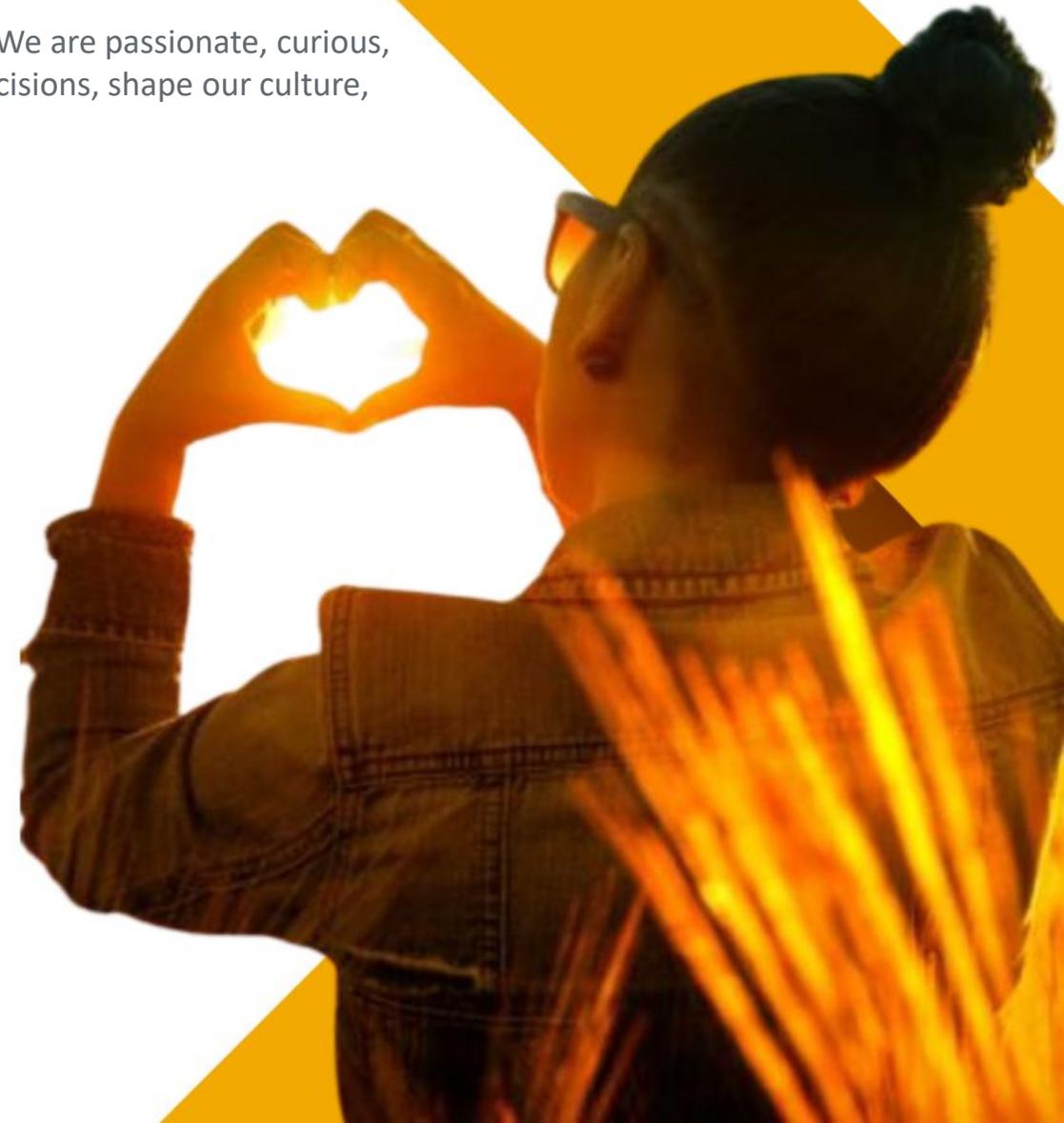
We take responsibility for our work. By taking ownership, we deliver results.

We are adaptable

We don't back down from change. By embracing it, we have the opportunity to learn and grow.

We are family

We care for each other and work better as a team. Our culture is built on respect, loyalty and fun.



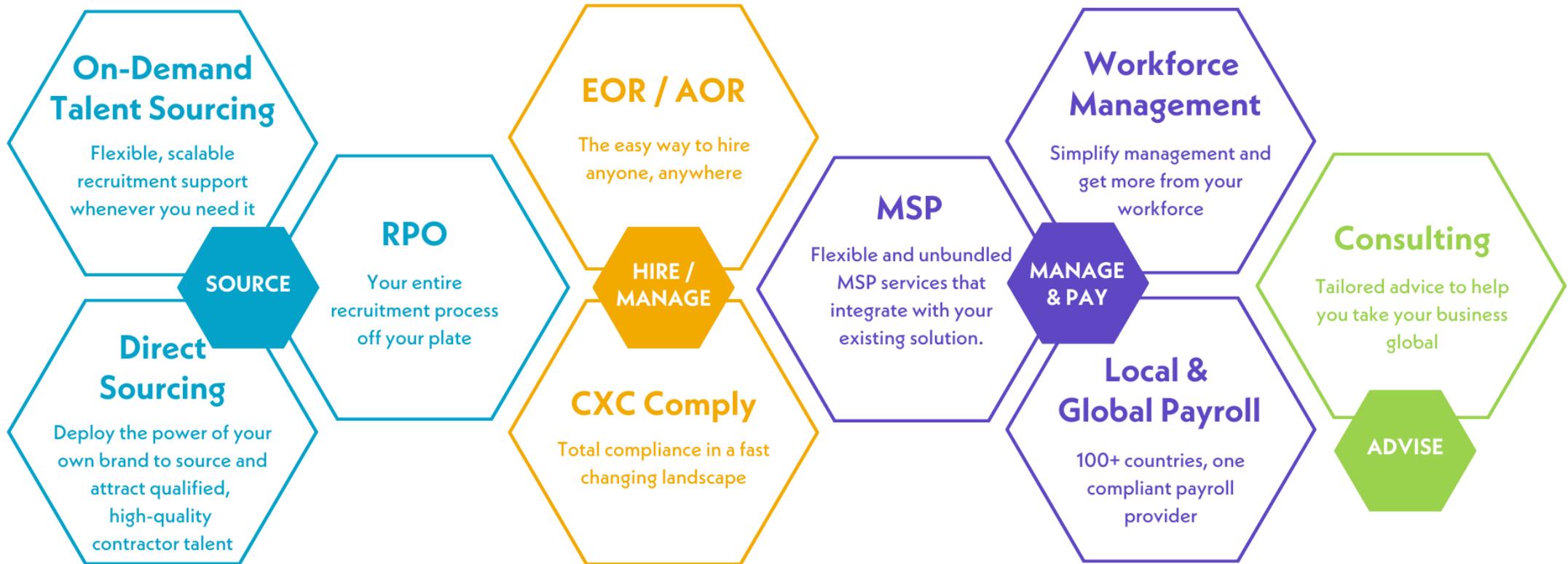
Global Reach. Local Expertise



Our Business Operations

Business Operations

CXC is a globally trusted payroll and contingent workforce partner, operating across more than 100 countries. At the heart of our operations is the seamless engagement, onboarding, management, and disengagement of contractors — all delivered in strict alignment with local regulatory, and corporate policy frameworks.



Business Operations



Our on-demand talent sourcing solution sees us assign you a dedicated account manager and a team of expert recruiters. They'll work alongside your internal team to **help you make the hires you need quickly and efficiently**. You can stop, start, scale up or pull back our scalable solution whenever you need to — so you don't need to waste money paying for a service you're not using.

Our mission is to help you **make the hires you need, quickly and efficiently**. Because every organisation is different, we'll work with you to create a solution that works for *you*. We can take full ownership of your recruitment process from sourcing through to offer — and **give you a lower cost-per-hire and time-to-hire**.

Our direct sourcing solution gives you **fast access to top-quality contractor talent, whenever you need it**. We can reduce cost-per-hire and time-to-hire and, more importantly, help you to leverage the flexibility of the non-permanent workforce, **giving you an edge over your competitors**.

Business Operations

EOR / AOR

Our Employer of Record (EOR) and Agent of Record (AOR) services allow you to both **skip the hassle and expense of setting up entities and avoid the risks associated with the contingent workforce**, enabling you to engage the right people to solidify your global presence and move your business forwards — wherever they are.

HIRE /
MANAGE

CXC Comply

Working with CXC minimises your risk of things like fines and legal fees by **helping you to set up your operations legally and compliantly**. Our digital platform **CXC Comply, makes staying compliant easy**. It checks three of the most important compliance boxes when it comes to hiring contractors.

- Worker classification
- Right-to-work checks
- Background checks

Business Operations

Our modular, à la carte MSP solution lets you **choose the level of support** you need in four key areas: **sourcing, engagement and payment, supply chain management and compliance**. And if your needs change in the future? No problem. Our solution is designed to scale up and down to match your requirements.



When you outsource your contractor management to CXC, we become the HR function for your contingent workforce. **We take the hassle out of managing contractors**, so you can get back to growing your business. And your workers will get a supportive, consistent management experience from beginning to end.

At CXC, we understand the challenges involved in global payroll. We also understand the importance of expanding your business, tapping into new markets and hiring the best remote workers, wherever they are. That's why **we're committed to making international payroll as smooth and seamless as possible** for our clients and their workers.

Business Operations

ADVISE

Consulting

Over our 30 years in business, we've developed tried-and-tested solutions for sourcing, engaging, managing and retaining the best contingent talent. But there's no one-size-fits-all approach to managing a workforce.

That's why we **believe our greatest asset is the knowledge and experience** we've built up over the years, which we now share with our clients. Through this deep understanding of today's contingent talent landscape, **we can provide the insights you need to confidently and compliantly expand your business.**

Problems we solve

Making the complex world of work better for everyone

Managing a contingent workforce can be complicated. But our solutions make contractor management easy, compliant and affordable for our clients. Our mission? To take the hassle out of finding, engaging and paying contractors anywhere in the world. Put simply, we help you get the most out of your workforce — without the headache.



Our Supply Chain

Supply Chain

CXC has developed agency relationships over 30 years, with our initial offering managing and payrolling the independent contractors of recruitment suppliers. Our service offering to corporate customers harnesses our long-standing relationships with suppliers, market insights and expertise in payment processing.

Staffing Supplier Management

Our supply chain management programs include:

- Streamlined single cycle client invoice and outsourced payment processing to the recruitment supply chain
- Systems and processes to distribute requisitions and performance management of selected suppliers
- A CXC preferred supplier panel of pre-vetted, negotiated and proven niche recruitment providers.

Recruitment Supply Chain

- Client holds 'sourcing-only' agreements with recruitment agencies (includes KPIs/SLAs)
- The recruitment supplier is paid a sourcing-only margin as negotiated by Client
- CXC is responsible for payroll and all associated services (PI/PL, payroll, workers' compensation)

Contingent Talent Sourcing Channels

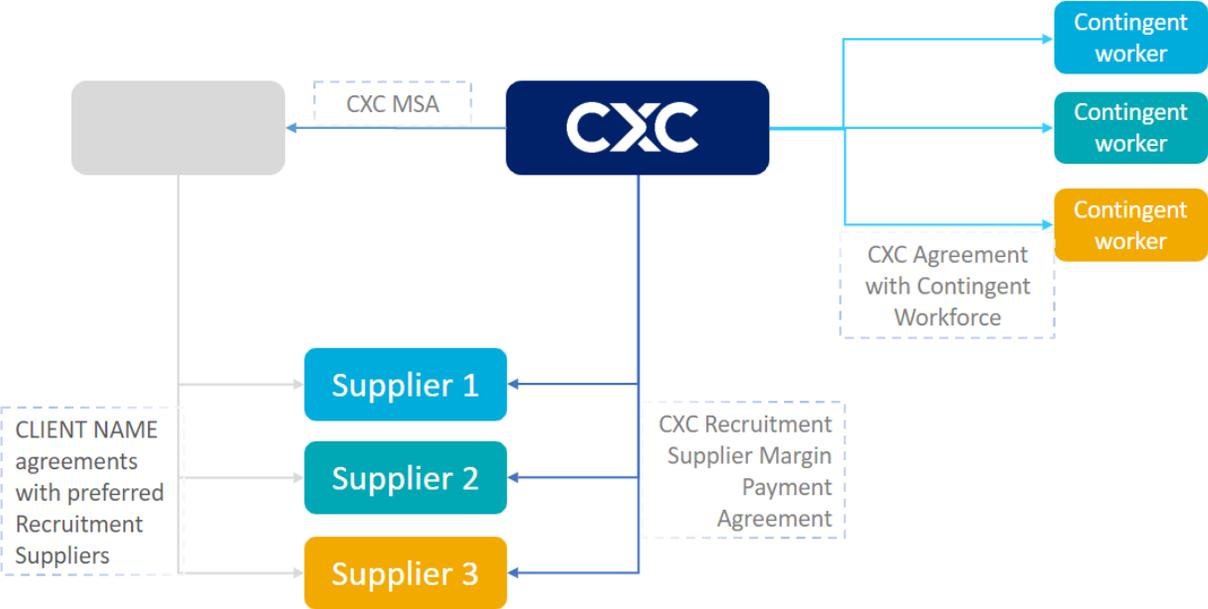
Recruitment Suppliers

Direct Sourcing

CXC Workforce Exchange

Supply Chain

Operational Supply Chain



Mapping Supply Chain

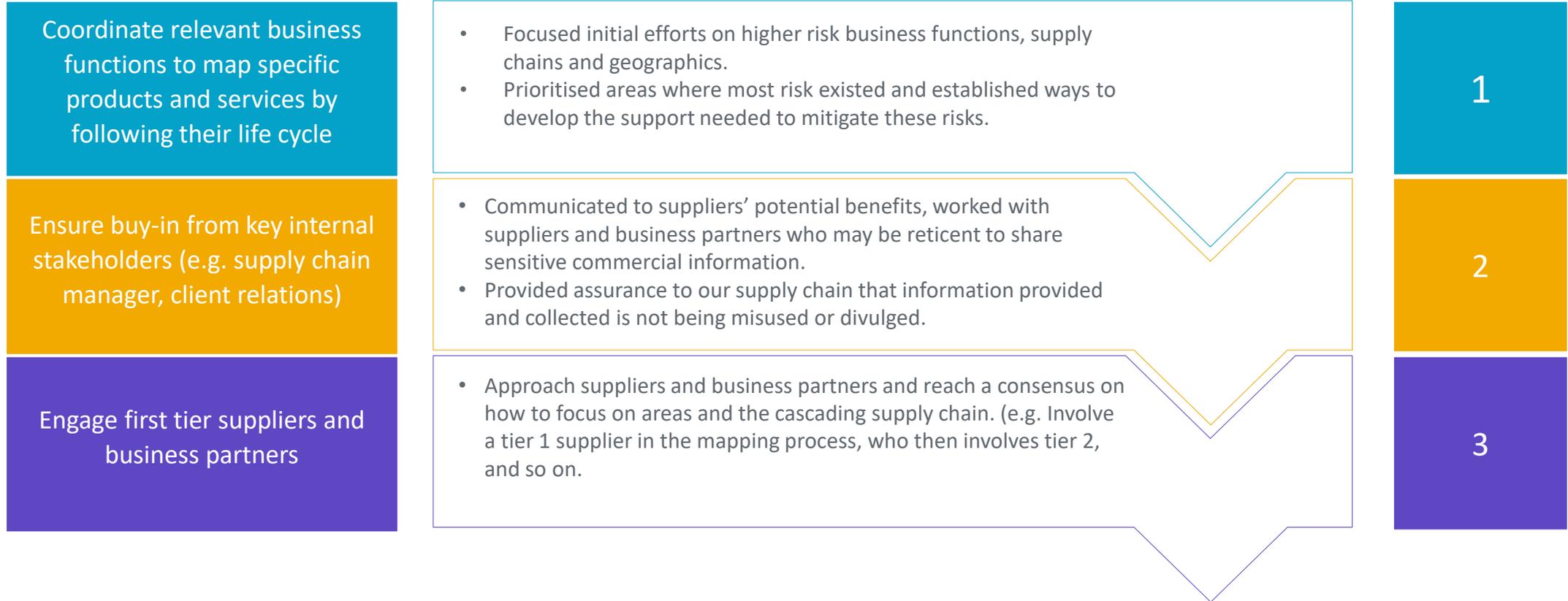
CXC like most companies knows their immediate or first-tier suppliers; however, risks of modern slavery are often further down a supply chain since there is less visibility over working practices. This is even more so when operating through business partners.

To effectively conduct due diligence and understand where modern slavery risks reside, CXC aimed to progressively improve our understanding and oversight of all tiers of our supply chains and business partners’.

As a first step, CXC undertakes an assessment of supply chain models and governance structures. Based on this assessment CXC is able to identify areas where they have higher leverage and where the capacity to influence practices is limited.

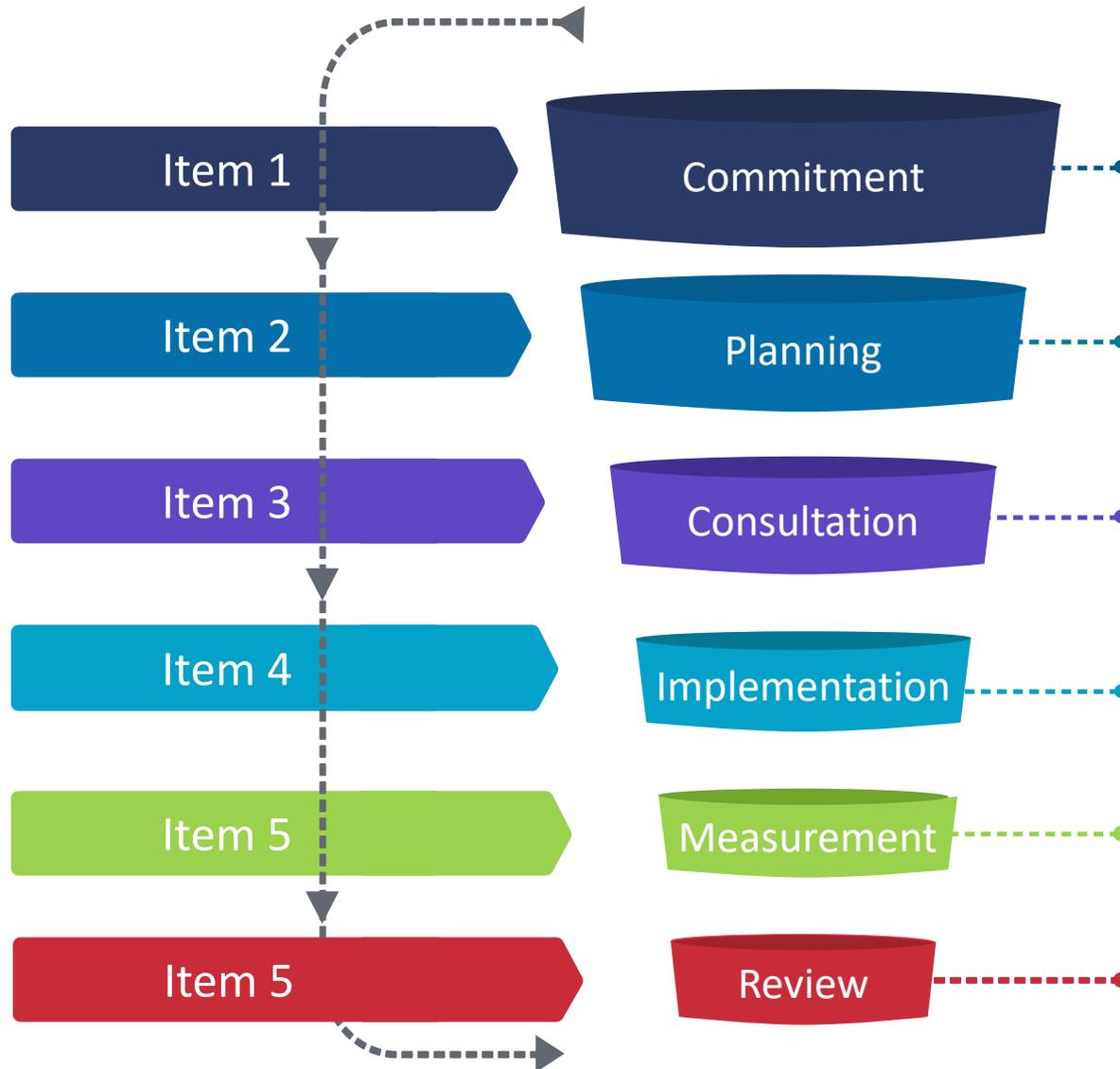
Where CXC sits at the top of a supply chain, perhaps several tiers removed, it will be harder to map all suppliers immediately. To address this, CXC, where practical, worked systematically and progressively to build a complete picture of our supply chain., or business partners’ supply chain.

Supply Chain Engagement



Our Governance Framework

Strategic Alignment



Item 1: Commitment
CXC is fully committed to limiting the risk of modern slavery occurring within its own business, supply chains or business relationship.

Item 2: Planning
Conducting risk assessments and gap analysis, development of modern slavery framework and reviewing current supplier contract agreements

Item 3: Consultation
Throughout this process, our objective is to work with our staff, suppliers, clients, and business partners to identify best practice and support continuous improvement.

Item 4: Implementation
Progressive roll out of modern slavery processes, training, assessments, and supplier questionnaires.

Item 5: Measurement
Carrying out regular assessments of the practices of its suppliers, including self-assessment by suppliers of their operations.

Item 5: Review
CXC will periodically request supporting documentation and may conduct site visits to suppliers to carry out in-depth reviews.

Policy Framework

To strengthen our due diligence, CXC conducted a comprehensive review and enhancement of policies, procedures, and contractual agreements. This process ensures our commitment and expectations are clearly defined and supported by detailed frameworks. These measures provide all stakeholders with the tools and knowledge needed to prevent human rights violations and to raise grievances or complaints effectively.

Code of Conduct

This policy defines the standards of conduct expected at CXC and identifies behaviours that are unacceptable. Any suspected breach will be treated seriously and investigated promptly, with outcomes that may include disciplinary or corrective action.

Ethical Sourcing

The CXC Ethical Sourcing Policy is founded on the principles of the Ethical Trading Initiative (ETI) and International Labour Organization (ILO) Conventions. It reinforces our commitment to ensuring that all goods and services are sourced responsibly and in alignment with internationally recognised labour standards.

Supplier Code of Conduct

The Supplier Code of Conduct sets out CXC's values and clearly defines the standards we expect from our suppliers and business partners. It outlines requirements in key areas such as human rights, workplace conditions, and ethical sourcing, ensuring alignment with our commitment to responsible and transparent business practices.

Human Rights

This policy underpins CXC's commitment to human rights and serves as the foundation for any modern slavery statement required under legislative obligations in the countries where we operate.

Corporate Social Responsibility

CXC is committed to more than business and economic outcomes — we recognise our role within the broader social and business community. With this comes a moral responsibility to consider and address the social and environmental impacts of our operations.

Grievance and Disciplinary

To ensure all CXC stakeholders understand their responsibilities and rights regarding grievances, disputes, and disciplinary actions.

Policy Framework

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Anti-Bribery

This policy establishes CXC's responsibilities in upholding its position on bribery and corruption. It provides clear guidance to all personnel on how to identify, prevent, and appropriately address bribery and corruption issues.

EEO and Diversity

CXC is committed to ensuring our workplaces are free from discrimination and to providing equal opportunities for all employees.

Conflict of Interest

CXC is committed to maintaining confidence in the integrity of decisions and procurement activities by ensuring that conflicts of interest are promptly identified, documented, and effectively managed so they do not compromise our services, operations, or decision-making.



Disclosable Conduct (whistleblower)

This procedure reinforces the importance of maintaining a healthy, safe, and supportive environment and fosters a culture where individuals feel confident to report breaches of internal rules or human rights.

Training

The training materials are designed to deliver both task-specific and awareness training, covering legal and company requirements, obligations, and individual rights. Training is provided to staff through the LMS and to our contingent workforce via the MyCXC Portal.

Policy Framework

To strengthen our due diligence, CXC conducted a comprehensive review and enhancement of policies, procedures, and contractual agreements. This process ensures our commitment and expectations are clearly defined and supported by detailed frameworks. These measures provide all stakeholders with the tools and knowledge needed to prevent human rights violations and to raise grievances or complaints effectively.

Supplier Questionnaire

The supplier questionnaire was developed as a key due diligence tool to identify potential risks, concerns, or gaps within our supply chain. It enables CXC to assess supplier practices in critical areas such as human rights, labour standards, workplace conditions, and ethical sourcing.

Supplier Criticality Register

The supplier criticality matrix is designed to assess both the level of risk a supplier poses and the degree of their importance to our supply chain and operations. This tool helps CXC prioritise oversight and allocate resources effectively by identifying suppliers that are high-risk or operationally critical, ensuring targeted engagement and robust risk management.



Supplier Agreements

Supplier agreements are annually reviewed and updated to clearly reflect CXC's commitment and expectations, ensuring full alignment with the Supplier Code of Conduct.

Authorised Supplier Register

All approved suppliers are recorded in the Authorised Supplier Register. Any supplier not listed must not be engaged until appropriate mitigation and remediation measures have been implemented and the supplier is actively participating in compliance requirements.

Governance

CXC remains focused on strengthening our understanding of potential modern slavery risks within our operations and supply chains. We have developed a robust management system designed to minimise these risks across our business relationships.

With the support of our dedicated working group, we implemented several key initiatives outlined in last year's roadmap as part of our continuous improvement program. These actions have reinforced and evolved the modern slavery framework that has been in place since 2019.

Working Group

To ensure modern slavery risks across our business are effectively identified and addressed, CXC established a dedicated working group comprising representatives from Supply Chain, Risk & Compliance, Human Resources, Sales & Marketing, Finance, Operations, and Client Services across the A/NZ region.

Consultation

CXC Corporate Services Pty Ltd, Contractor Workforce Solutions Pty Ltd, and CXC Health Pty Ltd share the same employee and executive structure as CXC A/NZ, while SaaSpeople Pty Ltd operates with its own distinct structure.

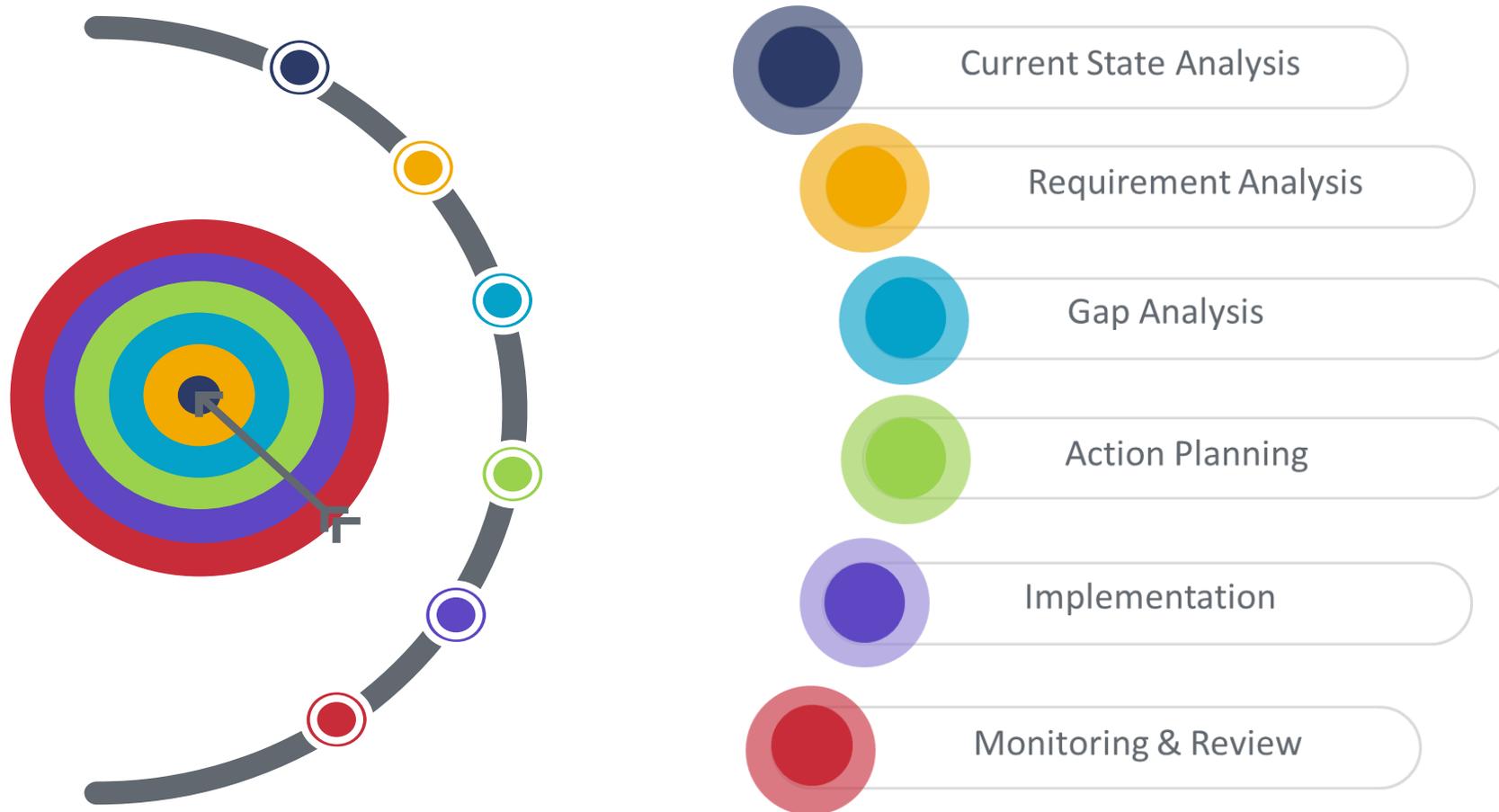
All contingent workers are outsourced to clients, and every client undergoes a comprehensive onboarding and implementation process where modern slavery considerations are addressed. In addition, annual consultations with clients and suppliers ensure a collaborative approach to mitigating modern slavery risks.

All CXC entities actively participate through their representatives in the established working group, which remains at the forefront of promoting human rights and driving continuous improvement within our business.

Gap Analysis

The working group conducted a comprehensive gap analysis to identify improvement opportunities across key areas: business management systems, human resources, supply chain management, risk and compliance, and client engagement.

This analysis provided valuable insights into our current processes and highlighted corrective actions and enhancements needed to strengthen our response to modern slavery risks and potential human rights breaches.



Our Risk Management

Risk Management

For over 30 years we have been safely and sustainably managing and payrolling the contingent workforce of our clients and recruitment suppliers. We are committed to comply with all labour, employment, immigration and whistleblower laws across the territories we operate in.

We are committed to:

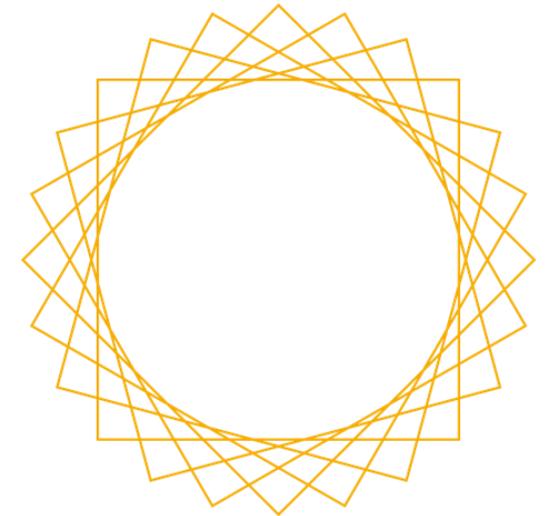
- * Providing a healthy and safe working environment for all employees
- * Maintaining a workplace free from harassment, discrimination, and bullying
- * Acting ethically and lawfully in all business operations
- * Engaging with stakeholders respectfully and transparently
- * Building sustainable business opportunities

To support these commitments, CXC operates an internal compliance audit program to ensure the effectiveness of our risk control framework and adherence to company policies.

We consider the likelihood of causing or contributing to modern slavery incidents within our operations to be low; however, we acknowledge potential vulnerabilities in our overseas operations and continuously monitor these areas.

While the risk of modern slavery in Australia is lower than in many other jurisdictions, we recognise that Australian suppliers provide goods and services across multiple risk categories. As such, ongoing engagement and assessment remain essential to mitigate these risks.

CXC is committed to continue our modern slavery risk management, supplier assessments and engagement, mitigation, mediation and review program.



We recognise modern slavery risk management as a challenging and evolving process and as always strive for continuous improvement.

Modern Slavery Assessment Process

Since 2019, CXC has maintained a dedicated Human Rights project team to identify and mitigate risks within our operations and supply chain. This team developed a comprehensive Human Rights Management System, including policies, guides, surveys, and training modules for internal use and suppliers.

Key Milestones:

2019: Established Human Rights project team and implemented foundational policies and training.

2021–2022: Reviewed and enhanced the modern slavery management system; explored global alignment strategies and response protocols for high-risk regions.

2022–2023: Expanded global strategy integration across Asia operations.

2023–2024: Extended initiatives to EMEA operations.

2024–2025: Focused on North America and Latin America, applying lessons learned from other regions.

Assessment Approach:

Regular compliance audits and internal assessments to identify gaps and risks. Use of external tools such as the Modern Slavery Registry and Global Slavery Index to benchmark and evaluate supplier practices.

Supplier questionnaires covering workforce diversity, migrant labor, retention of identity documents, and labor hire practices.

Enhanced due diligence for suppliers in high-risk countries, requiring modern slavery and related policies before contract execution.

Commitment:

CXC recognises that modern slavery risks vary by geography, industry, and regulatory environment. We continue to strengthen our global framework to ensure ethical practices and compliance across all operations and supply chains.

Risk Management

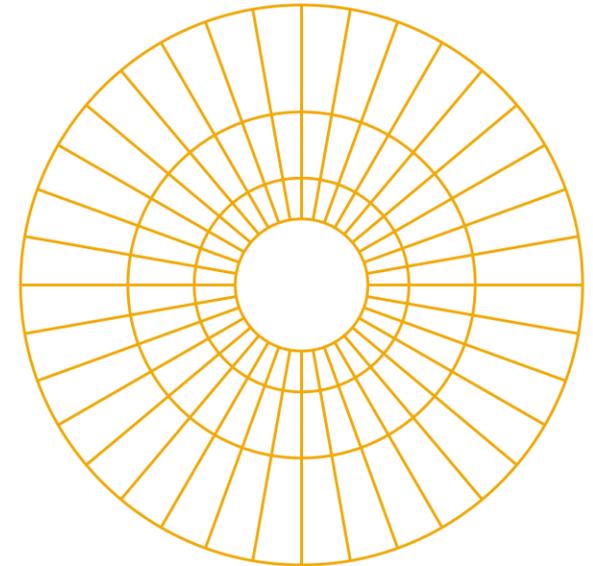
CXC continues to evaluate the effectiveness and impact of the activities outlined in this statement and within our broader modern slavery framework. We measure progress using a combination of internal and external indicators, ensuring each initiative is assessed for its ability to reduce risk and drive continuous improvement.

| Process | Activity | Indicator |
|-------------------------------|--|---|
| System Development and review | <ul style="list-style-type: none"> Monitor and review of policies and procedures Consulting of content and processes Review of effectiveness of development system | <ul style="list-style-type: none"> Approved & Implemented documents Reflection of effective consultation End of year audit Incident reports |
| Governance | <ul style="list-style-type: none"> Supplier Questionnaires Authorised supplier register Supplier Agreements in place | <ul style="list-style-type: none"> Completed supplier questionnaires Gaps identified Register in place and populated Updated agreements in place |
| Risk Management | <ul style="list-style-type: none"> Conducting risk assessments Assigning supplier ranking Implementing the Supplier Criticality Matrix Developing risk profiles | <ul style="list-style-type: none"> Corrective action plans derived from risk assessments Tier ranking in place for suppliers Criticality score applied to suppliers Risk Profile Plan |
| Training | <ul style="list-style-type: none"> Conducting risk assessments Assigning supplier ranking Reviewing the Supplier Criticality Matrix Developing and actioning risk profiles | <ul style="list-style-type: none"> Knowledge assessments Workforce feedback Supplier/Client feedback Incident reports |

Contextual Factors

Considering or identifying contextual factors does not necessarily mean that there are workers in conditions of modern slavery. Instead, it suggests instances where further due diligence should be carried out.

| CONTEXTUAL FACTOR | EXAMPLES |
|--------------------------------------|---|
| High Risk of Modern Slavery | <ul style="list-style-type: none">• Country and/or sector has high modern slavery risk.• Work is in or next to a fragile and conflict-affected region.• There are gaps in law and enforcement on modern slavery.• High levels of corruption in a country.• Specific groups lack basic protection under law and face discrimination and persecution. |
| Type of Workers | <ul style="list-style-type: none">• Internal/foreign migrant workers.• Refugees (a particularly vulnerable group).• Low skilled workers (e.g. in construction, agriculture).• High numbers of informal workers.• Women (higher likelihood of threat and coercion).• Temporary/agency/contract/seasonal workers. |
| Characteristics of the Third Parties | <ul style="list-style-type: none">• Allegations of poor practices against a business partner.• Inadequate/poor management systems.• Lack of transparency.• Complex subcontracting/supply chains.• Abnormally low tender/contract cost with third party. |



Indicators

Examples of relevant modern slavery indicators that are looked at during our assessments of modern slavery risks in our operations, supply chain and business partner operations.

| RECRUITMENT | |
|---|---|
| Are workers expected to pay any fees to secure work? | <p>Where workers have been charged a fee to secure work, it is possible that they will have to take out loans, which could lead to situations of debt bondage.</p> <p>If the fee that the worker has been charged relates to any of those below, then this should not be permitted.</p> <ul style="list-style-type: none"> • Recruitment linked to debt. • Forced to work for indeterminate period to repay outstanding debt or wage advance. • Induced or inflated indebtedness (e.g. through excessive interest rate on loans). |
| What information is provided to workers before they apply for and begin the job? | <p>Where there are signs that workers have been deceived about the nature of their job during the hiring and recruitment process, there are heightened risks of modern slavery, especially where workers incur debt to secure the job. Deception could include false promises about the nature of the work (including terms and conditions of employment, accommodation, transport) and changes made in the contract between recruitment and starting the job with terms less favourable to the worker.</p> <ul style="list-style-type: none"> • Deception about the nature of the work. • Deceptive recruitment (e.g. on working conditions, content or legality of employment contract, wages). • Deceptive recruitment through promise of marriage. |

| THIRD-PARTY WORKFORCE | |
|---|--|
| Does the company undertake any background checks on the bidding contractors/ suppliers? | <p>If the tendering process does not check that a third party is licensed by the appropriate authorities in that country, or that it is operating in compliance with local laws, then third-party workers are likely to be more vulnerable to exploitative practices.</p> <ul style="list-style-type: none"> • Broad risk across multiple modern slavery indicators. |
| How does the company assess whether the bid price provides an adequate reflection of labour costs? | <p>Business partners may use third parties such as contractors or labour agents to provide workers, but do not pay or pay comparatively little to the company for these workers. Where this is the case, it is likely that lower-skilled workers will be charged fees by the intermediaries to secure work. Compare how much workers' pay to secure a job with how much recruiters are paid by the employer for their services, and it can become apparent if the recruiter's fees are so low that abusive methods in hiring and recruiting workers are more likely.</p> <ul style="list-style-type: none"> • Induced or inflated indebtedness (e.g. through excessive interest rate on loans). |

Indicators

Examples of relevant modern slavery indicators that are looked at during our assessments of modern slavery risks in our operations, supply chain and business partner operations.

| FREE MOVEMENT | | FREE MOVEMENT | |
|---|---|---|---|
| <p>Are workers able to move freely?</p> | <p>If a worker’s visa or other form of documentation ties them to their employer, then this could be a strong disincentive to leaving an abusive job. This issue is exacerbated if the worker is in a country that places restrictions on the mobility of migrant workers and could lead to threats of denunciation to authorities on the basis that the worker does not possess proper documentation. Similar concerns arise with the retention of documents such as educational certificates or workbooks.</p> <ul style="list-style-type: none"> • Confiscation of identity papers or travel documents. • Exclusion from future employment. • Denunciation to authorities. | <p>Are workers free to come and go from the worksite as they wish? What about accommodation?</p> | <p>Restrictions on freedom of movement may be necessary on security grounds or for worker (and host communities) health and safety. Workers should not be physically confined to the workplace or their accommodation unnecessarily.</p> <ul style="list-style-type: none"> • Limited freedom of movement and communication. • Locked in work or living quarters. • Under constant surveillance. |
| <p>Under what conditions can a worker decide to leave their current job?</p> | <p>Where workers cannot leave work freely and voluntarily as a result of threat of penalty, including financial, there is a heightened risk of modern slavery. Employers requiring a financial deposit from a worker as a condition of taking leave also signals an elevated risk of modern slavery.</p> <ul style="list-style-type: none"> • Reduced freedom to terminate labour contract after training or other benefit paid by employer. • No freedom to resign in accordance with legal requirements. • Physical violence. • Other forms of punishment (e.g. deprivation of food). • Withholding of wages/assets (cash or other). • Threats against family members (violence or loss of land or jobs). | <p>What working hours, such as overtime, are workers exposed to?</p> | <p>Forcing workers to carry out overtime in excess of that permitted by national law signals a higher risk of modern slavery. If this is not a ‘one of’ and is carried out routinely, then risks are heightened.</p> <ul style="list-style-type: none"> • Forced overtime (beyond legal limits). • Forced to work on call (day and night). |

Indicators

Examples of relevant modern slavery indicators that are looked at during our assessments of modern slavery risks in our operations, supply chain and business partner operations.

FREE MOVEMENT

Working conditions How much are workers paid? How regular is this?

Where workers don't receive adequate wages risks of modern slavery can be heightened. While national minimum wages are a convenient starting point, an understanding of adequacy is ultimately challenging. If efforts to supplement inadequate wages involve working more hours, working additional jobs for the same employer, or resorting to employer-subsidised accommodation, this increased dependency on an employer can contribute to added risks. Also, if workers are not paid at regular intervals, at least every month, in cash or via bank transfers, and where they are not given itemised payslips, risks are also higher.

- Forced to stay longer than agreed while waiting for wages due.
- Forced to work for indeterminate period to repay outstanding debt or wage advance.
- Multiple dependency on employer.
- Forced to work for employer's private home or family.
- Forced engagement in illicit activities.
- What are overtime hours?

Our Roadmaps

Focus

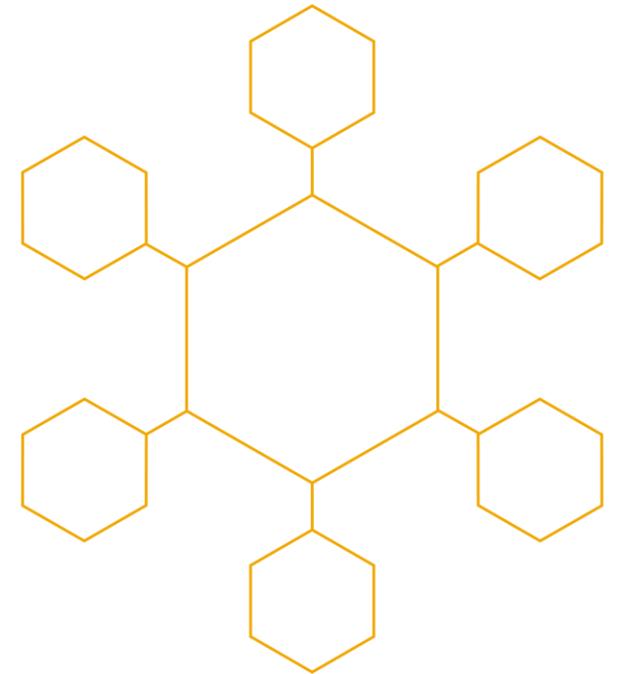
Our focus during the 2024–2025 reporting period has been on strengthening global oversight of modern slavery risks and embedding our **OneCXC** approach across all regions.

Key Actions:

- Expanded strategic infrastructure to enhance visibility and control over supply chain risks.
- Engaged suppliers with proven ethical standards and aligned them with our Supplier Code of Conduct.
- Worked collaboratively with suppliers to influence positive responses to modern slavery risks.
- Extended modern slavery initiatives to non-Australian territories, including the Philippines and New Zealand, with continuous improvement and training programs.
- Maintained proactive engagement with overseas teams to map supply chains and assess vulnerabilities.
- Continued monitoring of Australian suppliers, recognising that goods and services may span multiple risk categories, requiring ongoing assessment and engagement.

Commitment:

We remain dedicated to ensuring that people across our operations and supply chains are not exposed to modern slavery risks, reinforcing our ethical responsibility and compliance obligations.



2024-2025 Roadmap in Review

In the FY24-25 CXC continued its modern slavery approaches, implemented or participated in various approaches and actions to assess and mitigate any risk of modern slavery occurring in its operations in ANZ and global.

Conducted over 100 modern slavery reviews and rights impacts on our supply chain

Increased awareness of human rights amongst staff at all levels via annual mandatory training

Approached suppliers and clients to collaborate and design actions plans to mitigate risks to human rights

Conducted an annual internal gap analysis on current systems and designed corrective actions

Assessed the efficacy and practicality of actions taken during FY24-25

Assessed our due diligence processes our North America and Latin America operations

Reviewed efficacy of responses to human rights concerns and disclosable conducts

Reviewed on improvements developed with the CXC Global group to manage global strategy alignment

Communicated with our stakeholders on initiatives to mitigate risks to human rights

Found no instances of high/extreme-risk modern slavery impacts in our supply chain

Reviewed the implementation of our global amalgamation of our IT Infrastructure to ensure continued efficacy

Reviewed and utilised Contextual Factors & Indicators to assist in identifying modern slavery risks

Future Roadmap

CXC is committed to continued identified, mitigation and remediation of human rights risks within our business and associated supply chains.

Our Modern Slavery Statement as well as the continuous improvement of our human rights management system are a key part of our commitment towards our stakeholders and our due diligence towards human rights.

The upcoming years will involve the continuation and consideration to:

| THE UPCOMING YEARS WILL INVOLVE THE CONTINUATION AND CONSIDERATION TO | | |
|--|--|--|
| Monitor ongoing human rights impacts on our supply chain. | Increase awareness of human rights amongst our stakeholders. | When identified, approach high risk suppliers to collaborate and design plans to mitigate risks to human rights. |
| Continue to assess the efficacy and practicality of actions taken. | Continue to partner with the CXC global group to align our global strategy and reduce modern slavery risks | Design & deliver assistance programs for affected groups. |
| Continue to communicate with our stakeholders on initiatives to mitigate risks to human rights. | Continuing to improve our due diligence processes. | Conduct an annual internal gap analysis on current systems and design corrective actions. |

Our Principle Governing Body

CXC Executive Team



Peter Oreb

Global CEO 📍 Singapore/Australia

Peter's role is to lead CXC to meet the next workforce generation. He brings a strategic vision through constant learning, product & service innovation and a passion for success.



Ingrid Webber

CEO ANZ, Global COO 📍 Australia

Ingrid is responsible for leading the business, keeping CXC's goals in sight and balancing the priorities of each department, our staff and our operational success.



Bo Medved

Global CFO 📍 Australia

Bo is CXC's Global Chief Financial Officer, responsible for managing the daily activities of the finance department, while also providing a strategic commercial vision for CXC's future planning.



Jerry Blanton

Global CMO 📍 Singapore

Jerry has a proven track record in leading marketing and innovation teams and agencies in highly matrixed organisations. He served as an internal "evangelist" for promoting the power of design thinking and customer co-creation.



Luke Farbotko

CIO 📍 Australia

Luke is an accomplished leader with over 20 years of experience delivering business benefits across product, sales, operations and customer experience through the execution of large scale digital and transformative strategies.



Richard Farmer

MD, Asia 📍 Singapore

Richard is a successful business leader with a wealth of knowledge and experience gained over the last 20 years working across APAC in commercial/sales leadership, talent acquisition and training and development roles.

CXC Executive Team



Darren Morris
MD, ANZ 📍 Australia

Darren's job is to lead our Australian and New Zealand business. This is an all-encompassing role where Darren gets the opportunity to flex his sales and strategy skills, including business development, partner management and development, product development, and meeting operational, growth and financial targets.



Connor Heaney
MD, EMEA 📍 Ireland

Having spent most of his career in resource and talent management, Connor has accumulated significant experience within solutions sales, product development and operational delivery for CXC, in the UK and wider EMEA.



Scott A. Aicher
MD, The Americas 📍 USA

Scott has over 30 years of experience in the industry and has earned multiple appearances on the prestigious SIA's Top 100 Staffing Industry Leaders list. He currently serves as President and Managing Director for our North American business.



Luiz Minervino
F&OD, LATAM 📍 Brazil

In his role as Finance and Operations Director of CXC Latin America, Sean is responsible for the finance and operations in the region, as well as managing the LATAM team, servicing local and international clients.

Approval

Statement Approval

This statement includes CXC A/NZ operating in Australia, New Zealand and Philippines.

CXC A/NZ entities includes Global Contractor Management Solutions Pty Ltd (GCMS – trading as CXC) and its sub-entities CXC Global NZ Limited, CXC Corporate Services Pty Ltd, Contractor Workforce Solutions Pty Ltd, CXC Health Pty Ltd, and SaaSpeople Pty Ltd.

This statement has been prepared in accordance with the Modern Slavery Act (Cth) 2018 and outlines the actions taken by CXC to identify, assess and address modern slavery risks across our operations, and supply chains for the year ending 30 June 2025.

The Principle Governing Body of CXC has reviewed and approved this statement – November - 2025



A handwritten signature in black ink, appearing to read 'Ingrid Webber', written over a white background.

Ingrid Webber – November 2025
CEO ANZ, Global COO 📍 Australia

Cultural Acknowledgement

CXC acknowledges and pays respect to the past, present and future Traditional Custodians and Elders of this nation and the continuation of cultural, spiritual, and educational practices of Aboriginal and Torres Strait Islander Peoples.

Contact us



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