



**TRIDENT  
SERVICES**  
— AUSTRALIA —

# MODERN SLAVERY STATEMENT 2025





RAP Artist: Chern'ee Sutton

# Acknowledgement of Country

We acknowledge the Traditional Owners of the lands throughout Australia on which we live, work, and play.

We pay our respects to Elders past and present, and recognise their connection to land, waters, and culture.

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# Message from our Director

I am pleased to present Trident's Modern Slavery Statement for 2025.

Modern slavery is a significant global concern, and we remain proactive in identifying, preventing, and addressing any potential risks within our operations and supply chain.

We are committed to fostering safe, secure, and inclusive environments across our organisation and believe that every individual has the right to dignity, fairness and respect in the workplace. We continue to educate and empower our workforce to ensure they can recognise and appropriately respond to indicators of modern slavery. Our approach is grounded in continuous improvement, transparency, and shared accountability, rather than mere compliance.

Throughout the reporting period, we did not find any instances of modern slavery reported in our operations or supply chain. However, we recognise the persistent risk and continue to be proactive in our efforts to mitigate it.

In preparing our 2025 statement, we also took the opportunity to reflect on our existing practices, consider areas for improvement, and assess the effectiveness of the measures we have in place. This reflection reinforces our commitment to continuously enhance our approach to identifying, mitigating, and addressing modern slavery risks across our business and with our partners.

**Perry Dollar**  
Director  
Trident Group



# About this Statement

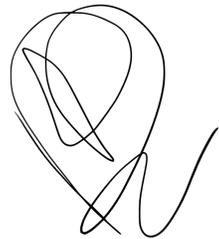
This Modern Slavery Statement has been prepared in accordance with the requirements of the Australian Modern Slavery Act 2018 (Cth). It outlines the actions taken by our organisation and its reporting entities to identify, assess, and address modern slavery risks across our operations and supply chain during the reporting period.

The statement is submitted on behalf of the Trident Group which includes the following entities:

- Trident Services Australia Pty Ltd (**TSA**) – ABN 72 617 268 327
- Trident Services Security Pty Ltd (**TSS**) – ABN 69 621 513 880
- Trident Services Cleaning Pty Ltd (**TSC**) – ABN 34 621 513 728
- Trident Administrative Services Pty Ltd (**TAS**) – ABN 74 627 125 151
- Trident Security and Cleaning Services Pty Ltd (**TSCS**) – ABN 91 642 165 302

This statement has been prepared in consultation with key leaders and stakeholders from across Trident. Prior to submission for final review and approval the statement was endorsed by the Executive Leadership Team, ensuring alignment with our governance framework and organisational commitments.

Approval was granted by Perry Dollar in his capacity as Owner/Sole Director and principal governing body of the Trident Group on 03 December 2025.



**Perry Dollar**



# Our Structure, Operations & Supply Chain

Trident is a privately Australian-owned company providing customised service solutions for a diverse range of sectors. Our clients include:

- Retail & Commercial Enterprises
- Airports
- Maritime Ports
- Public Parklands
- Government facilities

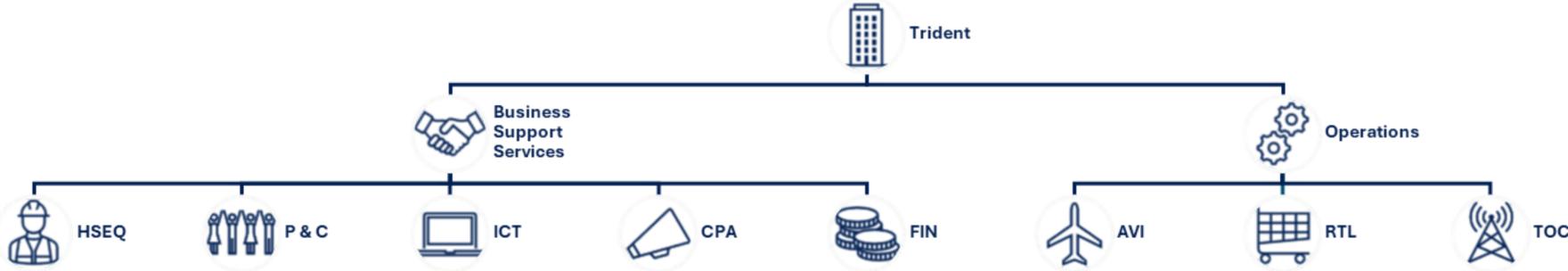
Trident’s head office is in Brisbane with two state-based offices in Melbourne and Adelaide. During this reporting period, we have **2,680** people working at **62** locations throughout Australia.

Our team provides a wide range of security services, general and specialised cleaning, as well as asset management solutions. These services are enhanced by an advanced technology platform that enables immediate decision-making, reporting, and risk mitigation through effective data analytics.



**Unit Codes**

- HSEQ:** Health, Safety, Environment & Quality
- P & C:** People & Culture
- ICT:** Information Communications & Technology
- CPA:** Communications & Public Affairs
- FIN:** Finance
- AVI:** Aviation & Maritime
- RTL:** Retail & Commercial
- TOC:** Trident Operations Centre



# Aviation & Maritime

We partner with airports, airlines, and maritime ports to maintain and enhance transport security and protect people, essential services, and critical infrastructure. Our ASIC cleared, industry experienced and compliance-focused security and cleaning professionals provide high quality customer service and frontline support through strong interpersonal and communication skills. In these highly regulated transport environments, our teams deliver services aligned with aviation and maritime security requirements, ensuring consistent adherence to operational procedures and site protocols.



# Retail & Commercial

With a focus on keeping people and property safe, we provide tailored cleaning, security, and integrated facilities services to retail and commercial sites. Our offerings include routine and periodical cleaning, proactive security and crowd management, landscaping, and maintenance services. In addition, we support customer experience through concierge and visitor assistance services, ensuring that each site operates efficiently, safely, and to a high standard.

# Parkland & Events

Our dedicated teams provide specialised security and cleaning services at some of Brisbane's most prominent public parks and spaces, including South Bank, Roma Street Parklands, and Queen's Wharf. These high-traffic, high-profile sites require tailored approaches to ensure the safety of visitors and the upkeep of public areas. In addition, our expanding events team delivers security and cleaning services to an average of 200 events each year across the greater Brisbane area, supporting clients with crowd management, on-site cleaning, and operational assistance to ensure events run smoothly and safely.

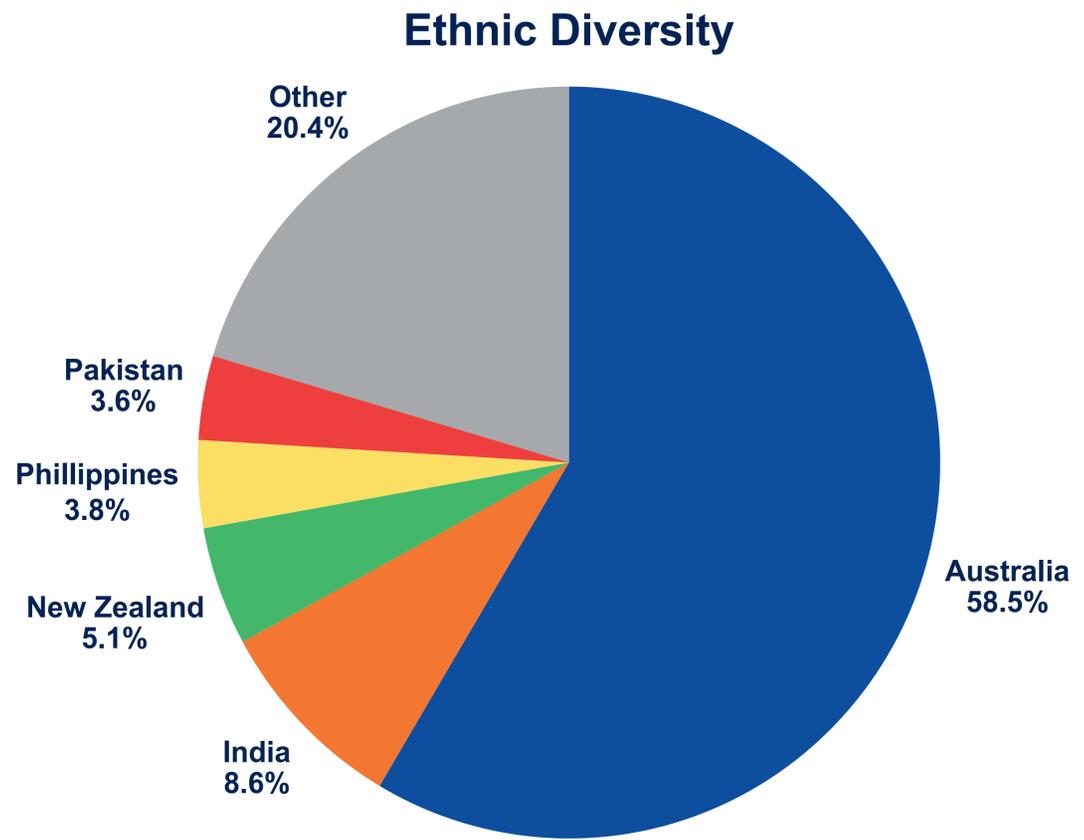


# Our People

We are proud to employ a highly diverse workforce, with workers originating from more than 90 countries. This diversity enriches our organisation, strengthens our culture, and reflects the communities we serve. We actively celebrate and support this diversity through inclusive employment practices, culturally aware leadership, and accessible communication.

At the same time, we recognise that modern slavery risks can be heightened for individuals from certain countries or cultural backgrounds where vulnerabilities may be more prevalent due to socio-economic conditions, migration pathways, or differing labour standards.

We are therefore committed to ensuring our policies, training, and workplace practices are designed to protect workers, with a particular focus on those who may face increased risks, and to fostering a work environment where every person is treated with dignity, fairness, and respect.



Cleaning Operatives  
**668**

Aviation Protection Officers  
**817**

Security Officers  
**730**

Corporate & Support Services  
**465**

Our purpose

*Keeping people and property safe*

Our values

**TEAMWORK**

We continuously develop and support our people to drive outstanding results.

**SUSTAINABILITY**

We ethically grow sustainable partnerships.

**AUTHENTICITY**

We act with integrity and value trust.

Our culture

We care for and support each other to succeed in an inclusive and respectful environment.

# Our Supply Chain

As part of Trident’s commitment to identifying and addressing modern slavery risks in our operations and supply chain, we maintain visibility over the types of suppliers we engage with. Understanding our suppliers’ nature, products, and scale allows us to assess potential risks and implement targeted mitigation strategies.

Trident’s procurement activities have remained steady, with no significant changes in our purchasing practices. We have actively engaged with a total of **54** suppliers during the reporting period.

The following table provides a snapshot of our key supplier categories and the number of suppliers we work with in each area:

Supplier Type	Products / Services	No. of Suppliers
Cleaning Consumables & Chemicals	Cleaning chemicals and other consumables used across our operations	6
Uniforms	Provision of staff uniforms, protective clothing, and related accessories	6
Plant & Equipment	Machinery and equipment required for operational activities, including maintenance and replacement	4
IT & Communications	Computer hardware, software, telecommunication devices, and associated consumables	3



# Identifying our Modern Slavery Risks

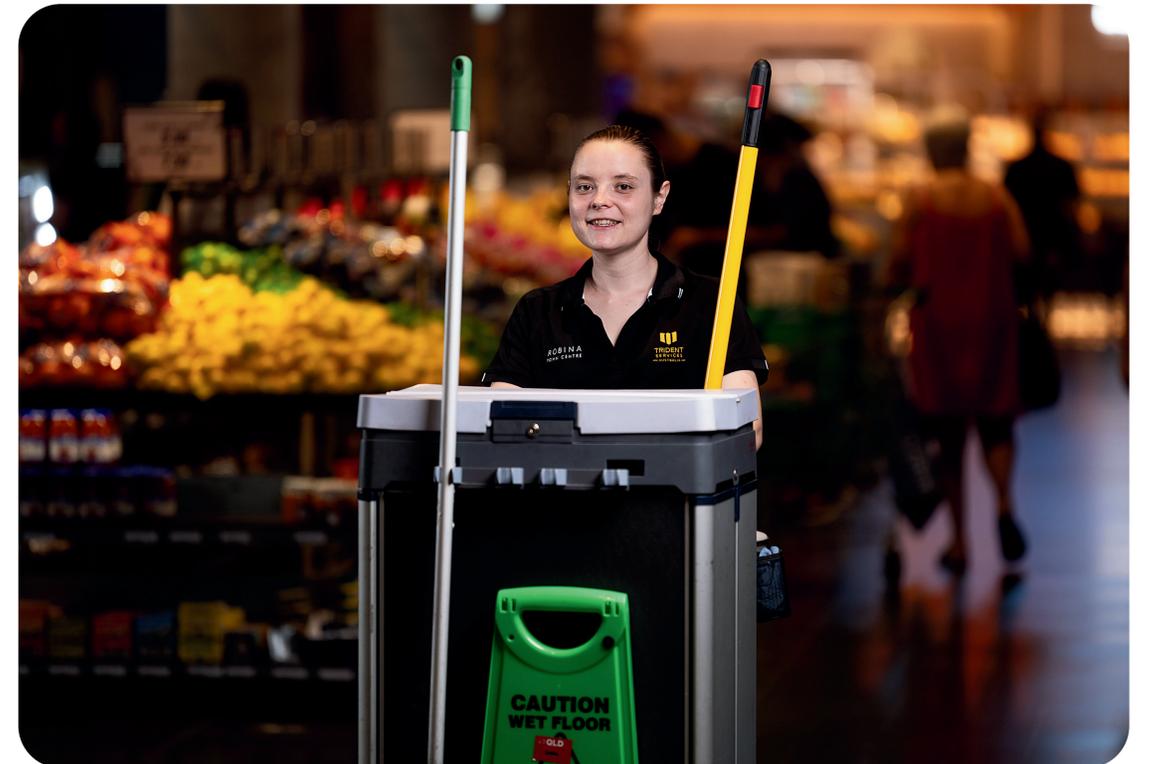
## Risks in our Operations

Trident recognises that the commercial cleaning and security sectors in Australia carry inherent modern slavery risks due to their labour-intensive nature, low margins, and common use of subcontracting, which can reduce visibility and complicate accountability.

In cleaning, many workers are migrants, international students, or temporary visa holders who may face language barriers, limited knowledge of their rights, and financial pressure, increasing vulnerability to exploitation. Casual or subcontracted work arrangements can also reduce workplace protections.

The security sector faces similar risks, with culturally and linguistically diverse workforces, high levels of casual and part-time employment, and complex subcontracting and labour-hire chains that can obscure employment relationships and weaken oversight.

We remain committed to addressing these risks through strong recruitment, onboarding, auditing, and grievance processes to ensure workers are protected and treated fairly.



# Identifying our Modern Slavery Risks

## Risks in our Supply Chain

While our direct suppliers are in Australia, we recognise that modern slavery risks may exist further down the supply chain, including exploitative labour practices and poor working conditions. We have identified potential risks related to modern slavery in the procurement of uniforms and electronic equipment, both crucial for our services.

Uniform procurement continued as part of our standard operations. We recognise that the global garment manufacturing industry carries inherent modern slavery risks, particularly across textile production and manufacturing in countries such as China and India. These risks are heightened by the reliance on migrant labour, low-skilled roles, and limited visibility across complex supply chains.

As we continue investing in robotics and advanced electronic technologies to support our services, we also acknowledge the modern slavery risks associated with electronic supply chains. These include forced labour concerns in manufacturing and assembly, particularly in regions like China and Malaysia, and risks linked to raw materials used in batteries and electronic components.



# Managing our Modern Slavery Risks

We manage modern slavery risk through an established risk management framework that integrates governance, policies, procedures, and continuous improvement across our operations and supply chain. Our key corporate policies set clear expectations for ethical behaviour and responsible business practices.

Together, they guide how we engage workers, contractors and suppliers and provide a framework for preventing, detecting, and responding to potential modern slavery risks. **These include:**

<b>Modern Slavery Policy</b>	Underscores our commitment to safeguarding human rights across our operations and supply chain. It sets mandatory requirements for identifying risks, escalating concerns, and taking corrective action.
<b>Risk Management Policy</b>	Articulates our commitment to fostering strong corporate governance and a culture that is lawful, ethical, and responsible.
<b>Ethical Behaviour Policy</b>	Commitment to fostering strong corporate governance and a culture that is lawful, ethical, and responsible.
<b>Supplier Code of Conduct</b>	Outlines our expectations for suppliers to conduct their business in line with principles of social responsibility, sustainability, and ethics, which should extend throughout their supply chains.
<b>Whistleblower Policy</b>	Empowers our workers to uphold high standards of governance and ethical conduct while providing a safe avenue to report any concerns that may contravene modern slavery laws.
<b>HR Policies</b>	Reinforce fair employment practices, direct employment arrangements, transparent record-keeping, and clear grievance reporting pathways for workers.



# Ethical Behaviour

Trident is committed to promoting and maintaining good corporate governance and a culture that is lawful, ethical and responsible. To support and drive this philosophy, we have established an Ethical Behaviour Framework.

Expectations for ethical behaviour include:

- Preventing, disclosing and managing actual or perceived conflicts of interest;
- Preventing, reporting and responding to allegations of fraud and corruption;
- Declaring gifts, benefits and entertainment (GBE); and
- Processes for whistleblower reporting and protections for whistleblowers.

# Grievance & Remediation

We offer various channels for workers and stakeholders to express their concerns. These range from informal conversations with a direct manager to more formal options, such as discussing issues with a trusted member of our People and Culture team or using our independent whistleblower hotline.

Each channel allows individuals to raise concerns about modern slavery. We clearly communicate our expectations for behaviour to both workers and stakeholders, ensuring accountability for actions that do not meet these standards.

Trident has zero tolerance for misconduct or other improper situations or circumstances and promotes and maintains an ethical culture in our business to help support this aim.



# Collaboration & Engagement

Trident works closely with global and industry groups to strengthen our understanding of modern slavery risks. These partnerships help us stay informed of emerging trends and best practices, while also supporting our suppliers and business partners to build their awareness and capability. Through collaboration, we promote ethical practices and work together to reduce the risk of modern slavery across our supply chain.

## CM3

Partnering with CM3 enhances our visibility and due diligence across our supply chain, helping us to better identify and manage modern slavery risks.



## ISO 9001, 14001, and 45001

Our ISO certifications provide a clear framework for quality, environmental, and health and safety management. They help us run transparent, ethical operations, protect workers, and manage risks across our supply chains, including modern slavery.



## Cleaning Accountability Framework (CAF)

CAF provides a structured approach to ethical employment in the cleaning sector, including fair wages, worker protections, and safe working conditions. Adherence helps us monitor labour practices and reinforces responsible supplier engagement.



## Australian Security Industry Association Limited (ASIAL)

ASIAL membership requires adherence to professional and ethical standards in security services. This commitment includes ensuring fair labour practices, supporting worker rights, and monitoring for potential exploitation in the workforce.



# In our Operations

The risk of modern slavery in our operations is low due to our direct employment of workers. This approach enables us to maintain comprehensive oversight and implement various practices that safeguard their rights, ensure fair treatment, and foster a safe and ethical workplace, including:

<b>Transparent Recruitment &amp; Onboarding</b>	Workers participate in a structured recruitment process, which includes clear job descriptions, interviews, and verification of work eligibility. Employment contracts are provided in straightforward language, detailing terms, conditions, duties, and entitlements to ensure workers understand their rights from the outset.
<b>Safe Working Conditions</b>	Workplaces are regularly evaluated to comply with work health and safety standards. This includes risk assessments, provision of personal protective equipment, and clear procedures for reporting hazards or incidents.
<b>Training &amp; Development</b>	Workers receive ongoing training on workplace rights, safety procedures, ethical conduct, and anti-harassment measures. Induction programs include modules on recognising and reporting unethical practices, with regular refresher courses.
<b>Protection Against Exploitation</b>	Direct employment minimises the risk of modern slavery and other exploitative practices. We actively monitor for signs of coercion, forced labour, or unsafe working conditions and have established reporting and investigation processes to address any concerns.
<b>Fair Wages &amp; Entitlements</b>	We guarantee that workers receive at least the minimum legal wage, with proper application of entitlements such as superannuation, leave, and penalty rates. Our payroll processes are transparent, allowing workers to access information on how their pay is calculated.
<b>Compliance with Labour Laws</b>	Our employment policies are routinely reviewed to ensure they align with current legislation, including fair work, work health and safety, and anti-discrimination laws.

# In our Supply Chain

We have established a modern slavery risk register, supported by a two-tiered internal and external verification process, to strengthen the way we identify, assess, and manage potential risks within our supply chain. This approach gives us structured, transparent oversight of suppliers and ensures that risks are evaluated consistently and in proportion to their potential impact.



## **Tier 1 - Internal Approval and Onboarding:**

New suppliers are required to complete a detailed pre-qualification questionnaire through our internal contractors and supplier's portal. This questionnaire covers key areas such as labour practices, workforce management, and modern slavery risks. By conducting this rigorous due diligence upfront, we can identify potential risks early, ensuring that only suppliers meeting our ethical and compliance standards are approved.



## **Tier 2 - Independent Verification via CM3:**

Approved suppliers are then required to participate in the CM3 contractor and supplier portal. CM3 provides an independent assessment of suppliers' operations and their extended supply chains, delivering deeper visibility into potential risks that may not be apparent through internal processes alone. This external verification reinforces supplier accountability and helps us address risks beyond our direct relationships.

Together, the risk register and two-tiered approach create a more robust, evidence-based framework for managing modern slavery risks. It supports informed decision-making, and give us greater confidence that our supply chain partners are upholding ethical and lawful labour practices.

# Assessing our Effectiveness

To ensure our approach to managing modern slavery risks continues to improve, we assess the effectiveness of our actions against clear objectives and commitments. Overall, we have made solid progress toward achieving our objectives and commitments. Our actions this year have strengthened our systems, increased awareness, and improved our ability to identify and address modern slavery risks across our operations and supply chain. We will continue to build on this foundation as we work toward even stronger practices in the year ahead.

The following table summarises these objectives and commitments along with actions completed during the reporting period:

Objectives / Commitments	Actions Completed
Increase awareness of modern slavery risks, build capacity and drive the consistent implementation of modern slavery management practices in our business.	We have provided our teams with modern slavery training, including induction for new staff, regular refreshers, and tailored programs for those in procurement and contract management.
Enhance our supplier due diligence processes to effectively identify and address modern slavery risks within our supply chain.	We have expanded our supplier and contractor pre-qualification process through CM3 to include modern slavery criteria.
Maintain an active view of our modern slavery risks, impacts and controls over our services, operations and suppliers.	We have rolled out supplier pre-qualification questionnaires that include modern slavery criteria, and we record and monitor any risks in our modern slavery risk register, with follow-up actions tracked through to completion.
Incorporate modern slavery considerations into our assurance plan.	Our annual assurance plan includes modern slavery checks to assess our efforts. This covers auditing supplier data, reviewing high-risk suppliers, monitoring performance, and verifying corrective actions, with findings used to improve our supply chain.

# Looking Ahead

As we have only commenced onboarding our suppliers through CM3 this year, our data and metrics on modern slavery risks are still in the early stages.

Over the coming year, we will focus on strengthening our approach through several key initiatives. This includes developing a formal modern slavery risk strategy, enhancing due diligence and monitoring processes, and reviewing our supplier base to reduce high-risk engagements.

We will also expand engagement with suppliers through training, awareness initiatives, and strengthened contractual requirements to promote responsible practices. In parallel, we aim to develop robust data and reporting frameworks, including key performance indicators, to track progress and inform continuous improvement.

Further, we will continue to enhance internal governance and oversight, ensure alignment with industry best practice, and collaborate with external partners to strengthen our understanding and management of modern slavery risks. These steps will enable us to gather more comprehensive and mature data, supporting ongoing risk identification, mitigation, and proactive management across our operations and supply chain.





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