

MODERN SLAVERY STATEMENT

Labourpower Recruitment Services

Reporting Period: Financial Year Ending 30 June 2026

Issued pursuant to the Modern Slavery Act 2018 (Cth)

1. Introduction

This Modern Slavery Statement is made pursuant to the Modern Slavery Act 2018 (Cth) and outlines the actions taken by Labourpower Recruitment Services to identify, assess and address risks of modern slavery within its operations and supply chains during the reporting period.

Labourpower Recruitment Services is committed to conducting its business in an ethical and responsible manner and recognises that modern slavery represents a serious violation of human rights. Labourpower Recruitment Services maintains a zero-tolerance approach to modern slavery practices and seeks to ensure that its business operations and supply chains operate in accordance with applicable laws and ethical labour standards.

Labourpower Recruitment Services strictly prohibits any form of forced labour, human trafficking, debt bondage, child labour and other forms of exploitation within its operations and supply chains.

2. Structure, Operations and Supply Chains

Labourpower Recruitment Services is an Australian workforce solutions provider delivering integrated recruitment, labour hire, training, safety, payroll and workforce management services across a range of industries. Through its specialist divisions — including Labourpower, Labourpower Trade, LP Commercial and LP Training — the Group supports clients across warehousing, transport, manufacturing, logistics, trades, technical, commercial and professional sectors.

Labourpower Recruitment Services operates across Australia with offices in Queensland, New South Wales, Victoria, Western Australia and South Australia. During the reporting period, approximately 7,500 workers were onboarded across the Group's operations.

Labourpower Recruitment Services' supply chains are primarily domestic and include:

- PPE and uniform suppliers
- cleaning and facility service providers
- IT and software providers
- vehicle and transport service providers
- subcontract labour hire providers
- accommodation and workforce support providers
- payroll and professional service providers
- general goods and services suppliers

Labourpower Recruitment Services' supply chains are predominantly domestic in nature. All key suppliers engaged during the reporting period operate within Australia.

3. Modern Slavery Risks

Labourpower Recruitment Services recognises that modern slavery risks can arise within both direct operations and extended supply chains. As a workforce solutions and labour hire provider, Labourpower Recruitment Services acknowledges that industries involving temporary labour, subcontracting arrangements and high workforce mobility may present elevated risks of exploitation, underpayment or unethical labour practices if not appropriately managed.

Potential risks have been identified in the following areas:

- Labour hire and subcontracting arrangements where visibility over downstream labour practices may be limited
- Vulnerable workers who may be exposed to exploitation within flexible or casualised workforces
- Complex supply chains where goods or services are sourced through multiple tiers
- Sectors such as warehousing, logistics, manufacturing and transport which present higher modern slavery risks due to large, flexible or subcontracted workforces

4. Actions Taken to Assess and Address Risks

During the reporting period, Labourpower Recruitment Services continued to implement and strengthen measures designed to identify and address modern slavery risks across its operations and supply chains. Key actions taken include:

- Maintaining policies that prohibit modern slavery practices within Labourpower Recruitment Services' operations and supply chains, including a dedicated Modern Slavery & Child Labour Policy
- Conducting right to work and VEVO verification processes for all applicable workers across approximately 7,500 onboardings during the reporting period
- Undertaking payroll and compliance audits to support compliance with workplace laws and employment standards
- Maintaining labour hire licensing compliance programs where applicable
- Conducting 2 formal supplier audits during the reporting period to assess compliance with ethical labour standards
- Implementing supplier onboarding and due diligence procedures requiring all suppliers, contractors and subcontractors to comply with applicable workplace, human rights and ethical labour standards
- Maintaining subcontractor management and contractual compliance requirements
- Providing employee induction and compliance training programs
- Maintaining whistleblower and reporting mechanisms to encourage reporting of unethical, unlawful or inappropriate conduct
- Monitoring supplier and workforce compliance practices through ongoing review and governance processes

5. Assessing Effectiveness

Labourpower Recruitment Services recognises the importance of monitoring the effectiveness of its actions to address modern slavery risks. During the reporting period, the following outcomes were recorded:

- 7,500 workers successfully onboarded with right-to-work and VEVO verification completed
- 2 supplier audits conducted with no instances of modern slavery identified
- No modern slavery incidents were reported through whistleblower or internal reporting channels during the reporting period
- Internal policies and procedures reviewed and maintained as current

Labourpower Recruitment Services will continue to review and strengthen its approach to modern slavery risk management, including increasing the frequency of supplier audits and enhancing training programs, as part of its broader governance and compliance framework.

6. Remediation

Labourpower Recruitment Services maintains a formal remediation process to respond to any identified instances of modern slavery within its operations or supply chains. Where a modern slavery concern is identified or reported, the following steps will be taken:

- An internal investigation will be initiated promptly, led by senior management and the compliance function
- Where a breach is substantiated, the relevant supplier, contractor or subcontractor will be suspended pending further review
- Affected workers will be provided with appropriate support and, where necessary, referred to relevant external services and authorities
- Matters involving potential criminal conduct will be escalated to law enforcement and relevant regulatory bodies in accordance with applicable laws
- Corrective actions will be implemented and documented, and lessons learned will be used to strengthen existing policies and procedures

7. Consultation

Labourpower Recruitment Services consults internally across relevant business functions when identifying and addressing modern slavery risks. Relevant stakeholders include operational management, recruitment teams, payroll and compliance personnel, training representatives and management responsible for procurement, governance and workforce compliance.

Consultation processes are intended to ensure that modern slavery risks are considered across workforce practices, supplier engagement activities and operational decision-making processes.

8. Other Relevant Information

Labourpower Recruitment Services maintains policies and procedures that support ethical conduct, workplace compliance, human rights protections and responsible business practices. Labourpower Recruitment Services is committed to continuously improving its

policies, procedures and risk management practices to strengthen its approach to identifying, assessing and addressing modern slavery risks within its operations and supply chains.

This statement will be reviewed annually to ensure its effectiveness and to reflect any changes in legislation, operational activities or business practices.

9. Approval

This Modern Slavery Statement has been approved by the Directors of Labourpower Recruitment Services, being the principal governing body of the reporting entity, in accordance with the requirements of the Modern Slavery Act 2018 (Cth).

Signed:

Luke Webber

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Director, Labourpower Recruitment Services

Date: **30 June 2026**

Arthur Tzaneros

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Director, Labourpower Recruitment Services

Date: **30 June 2026**