

Amalgam Recruitment Modern Slavery Policy

1. Purpose

This policy sets out [Company Name]'s commitment to preventing modern slavery and human trafficking within our operations and supply chains, in compliance with the Modern Slavery Act 2018 (Cth). As a labour hire and recruitment business, we recognise our responsibility to protect vulnerable workers and uphold human rights.

2. Scope

This policy applies to all employees, contractors, candidates, suppliers, and business partners engaged with Amalgam Recruitment

3. Our Commitment

Amalgam Recruitment is committed to:

- Ensuring fair and lawful employment practices for all workers we place.
- Conducting due diligence on clients and suppliers to identify and mitigate modern slavery risks.
- Maintaining transparency in our recruitment processes and supply chains.
- Complying with all relevant Australian laws and regulations.

4. Responsibilities

Management: Implement robust systems to prevent modern slavery and monitor compliance.

Recruitment Consultants: Verify candidate identity, work rights, and employment conditions.

5. Host Clients

Amalgam Recruitment recognises that modern slavery risks may exist within labour supply chains, including at client and host employer workplaces. As a labour hire and recruitment agency, we are committed to working collaboratively with our clients to prevent, identify, and address risks of modern slavery.

We will:

- Engage with clients and host employers to promote awareness of modern slavery risks and expectations
- Take reasonable steps to ensure clients understand their obligations to provide lawful, fair, and ethical working conditions for labour hire workers
- Require compliance with applicable workplace, employment, and industrial relations laws, including prohibitions on forced labour, child labour, debt bondage, and human trafficking
- Respond appropriately to any identified or suspected instances of modern slavery, including escalation, investigation, and, where necessary, disengagement from clients who fail to address serious risks
- Where concerns relating to modern slavery arise at a client or host employer workplace, Amalgam Recruitment will work with the affected individuals and relevant parties to support reporting, remediation, and corrective action, while prioritising worker safety and confidentiality.

6. Risk Management and Due Diligence

We will:

- Screen clients and suppliers for modern slavery risks before engagement.
- Include contractual obligations requiring compliance with anti-slavery laws.
- Provide training to staff on identifying and reporting modern slavery indicators.

7. Reporting and Transparency

Concerns or suspected instances of modern slavery must be reported to Tom Parker (Managing Director)

Reports will be investigated promptly and confidentially.

8. Continuous Improvement

We commit to ongoing review and improvement of our practices to eliminate modern slavery risks.

For any questions or concerns regarding this policy, please contact the Amalgam Recruitment office on 0892776225

Approved by

Approved by

Name: Senior Management Team

Members:

Tom Parker (Director)

Rebecca Heffernan (Director)

Martin Heffernan (Senior Manager)

Kristy Parker (Senior Manager)

Approved: 18th December 2025