



# RGF Staffing ANZ Pty Ltd

## Modern Slavery Statement

Period: 1<sup>st</sup> April 2024 – 31<sup>st</sup> March 2025



# Contents

Criteria 1  
**Our Entity**

Criteria 2  
**Our Structure, Operations  
and Supply Chain**

Criteria 3  
**The risks of modern slavery  
practices in our operations  
and supply chains**

Criteria 4  
**Actions taken to assess and  
address risks identified**

Criteria 5  
**Assessing the  
effectiveness of the  
actions we are taking**

Criteria 6  
**The process of consultation  
with our controlled entities**

Criteria 7  
**Other relevant information**

Governing Body Approval  
**Approval of our statement**

# 1.Our Entity



## **Opportunities for Life. Faster, simpler and closer to you.**

RGF Staffing is constantly seeking to bring 'Opportunities for Life', by connecting individuals and businesses, and offering both a multitude of choices.

# We believe that Modern Slavery of any kind, has no place in our society and that Business and Governments need to keep working together to make progress on this complex issue.

This statement is made under the Modern Slavery Act 2018 (Cth) for RGF Staffing ANZ Pty Ltd (ABN 84 603 568 403) covering the period 1<sup>st</sup> April 2024 to end date 31<sup>st</sup> March 2025.

The RGF Staffing ANZ Pty Ltd portfolio of brands operates in Australia, New Zealand, Hong Kong and Singapore, providing best in class HR, Staffing and Talent Solutions. Our focus is on creating new value for our society to contribute to a brighter world where all individuals can live life to the fullest.

Headquartered in Sydney, NSW, RGF Staffing ANZ is a private company (ABN 84 603 568 403) registered at Level 13, 354 George Street Sydney, Australia.

We are part of the larger, global group “RGF Staffing” one of the world’s largest HR services providers with operations in Europe, the UK and Northern America, owned by Recruit Group Holdings (listed in the Tokyo stock exchange).

RGF Staffing ANZ Pty Ltd is a group of companies sharing common directorships, with day-to-day management delegated to the Chief Executive Officer. Each of our wholly owned subsidiaries is managed by a Managing Director, who is accountable to the CEO.

The Board of Directors consists of four (4) directors who are nominated and elected by the full board of directors of RGF Staffing B.V. (executive & non-executive directors jointly).

We operate a consolidated, centralised governance framework for our group of companies, to oversee our finances, operations, supply chains and reporting obligations. Our Board of Directors formally reviews and approves our Modern Slavery Statement, which forms part of our Sustainability commitments.





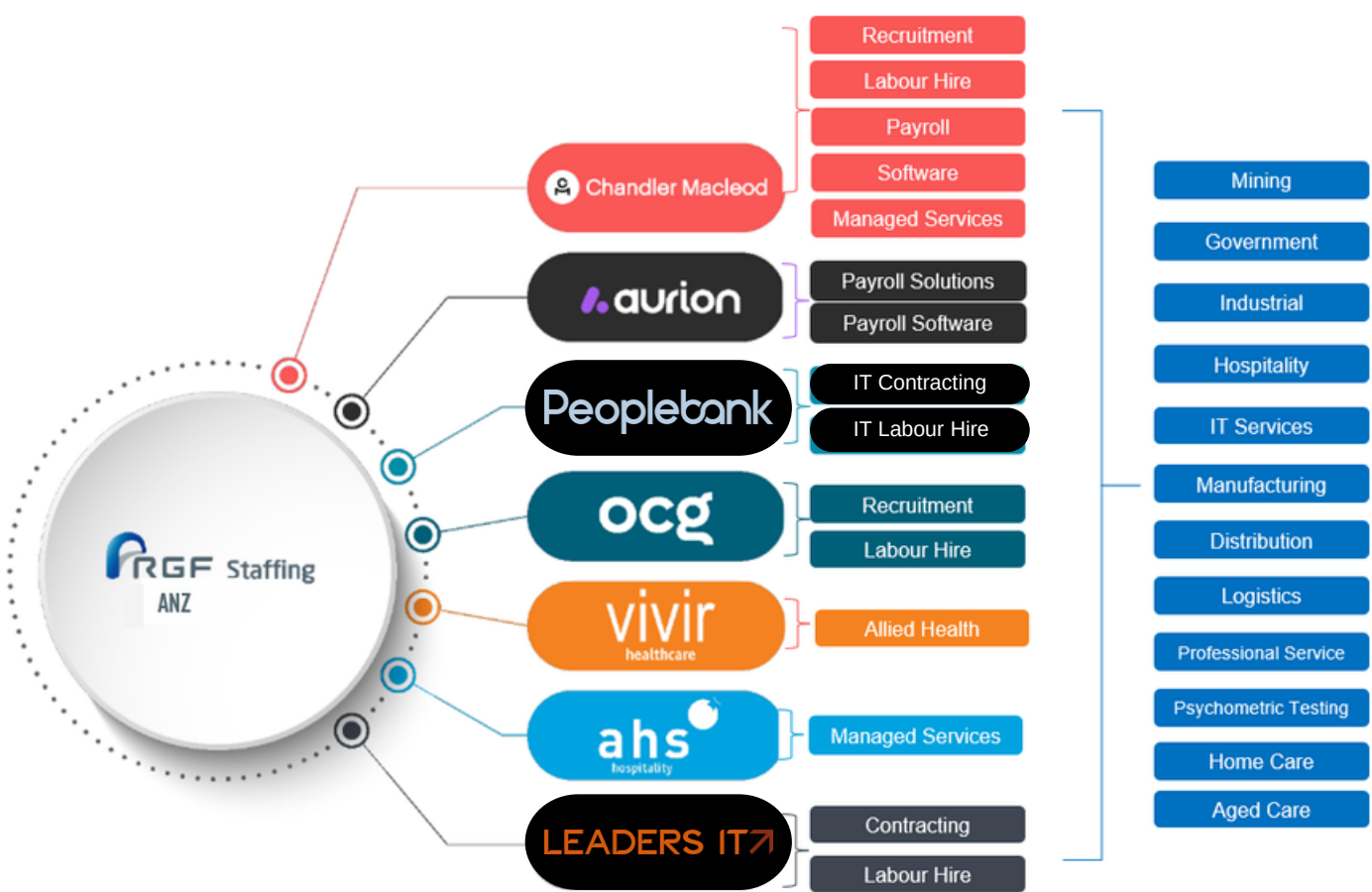
# 2. Our Structure, Operations and Supply Chains

## Our Portfolio of Brands

We engage 800 internal employees and around 29,000 employees on client sites across our portfolio of brands. Each brand has a proud history and provides specialist services to the sectors they serve.



We operate in four countries (AU NZ, HK and SG), out of 22 office sites, providing the following service types:



## Our people

We invest in building a diverse workforce, representative of the sectors in which we operate. Our inclusive culture allows people to feel valued for who they are, which encourages people to unleash their potential.

As part of the larger RGF Staffing global network, RGF Staffing ANZ benefits from access to international recruitment expertise while maintaining our strong local presence in Australia and New Zealand. We have a deep understanding of the local job markets and regional nuances, especially when dealing with cross-border or multinational recruitment needs.

We have a strong commitment to the wellbeing of our employees and contractors, providing support systems for workers, ensuring they are well taken care of during their employment either with us, or on client sites, including health and safety, career development, and job satisfaction initiatives.

# Our Operations



## Recruitment Services

Helping businesses find the right talent for specific roles.

- Temporary Staffing
- Permanent placement
- Secondment
- Contract Solutions
- Freelance/Statement of work



## Workforce Management

Tailored workforce solutions to optimize workforces.

- Outsourcing staffing processes
- Staff augmentation
- Large-scale specific purpose workforces



## Contract Staffing and Labour Hire

Providing our employees to businesses with

- Short- or long-term projects
- Variable workforce needs
- Seasonal workforce needs



## Permanent Staffing Placements

Providing our employees to businesses with

- Short- or long-term projects
- Variable workforce needs
- Seasonal workforce needs



## Payroll Processing

End-to-end payroll processing services

- Calculating wages
- Managing deductions (taxes, superannuation, etc)
- Payslips, pay summaries
- Single touch payroll
- Compliance with laws and regulations
- Standard and Complex payrolls



## Cloud-based payroll software

Payroll software allowing secure online processing.

- Real-time processing
- Updates for tax and compliance changes
- Employee self-serve from anywhere



## Specialised Workforce Solutions

Tailored services to specific industries that meet very specific sector needs:

- Allied Health
- Hospitality
- Aged Care
- Home Care
- Disability Support
- Psychometric Testing



## Social Employment and Inclusive Placement Programs

We run a number of employment programs designed to break down the barriers that many minority groups face when looking for work. Some of these include:

- No Glass Ceiling – women over 45 in metro Victoria at risk of unemployment
- Solid Start – Supporting the employment of Aboriginal and Torres Strait Islander People
- Rise Employment Program – Targeting candidates for traditionally male dominated civil construction roles
- Launch into work – Supporting refugees secure long-term employment within the hospitality industry.



## Our Workforce breakdown

Our workforce across these service lines is made up of the following workers:

- Internal Employees
- Client Based workers
- Volunteers, Contractors and Consultants

# Our Supply Chain

We categorise our supply spend into the following categories:



## Downstream & Contracted Labour

Services for the supply of workers on a casual, fulltime and or permanent basis.

- Australia
- New Zealand
- Philippines

12%



## Professional Services

Services such as consultancy, finance, legal, technology and travel.

- Australia
- New Zealand
- United Kingdom

25%



## Information Technology Services

Includes technology, software and data services, assets and infrastructure.

- Australia
- USA
- India
- United Kingdom

39%



## Office consumables / supplies

Office equipment, supplies and other consumables

- Australia
- New Zealand
- Hong Kong

4%



## Building operations & maintenance

Includes leasing arrangements, office services such as cleaning, utilities and fit-out expenses.

- Australia
- New Zealand
- Hong Kong

5%



## Role related expenses

Includes specific training, Personal Protective Equipment, personal modifications, packaging, membership, uniforms and specific tools of trade.

- Australia
- New Zealand

14%



Our Finance Team is responsible for the procurement, purchasing and supplier management functions within our group and they work in partnership with each of our brands to maintain a preferred supplier list. Our preferred suppliers are those who are local, have passed our due diligence checks and who meet our quality and enterprise requirements.

### Supply Arrangements

Our ongoing supplier arrangements are governed by multi-year contracts including mutually agreed obligations, warranties and performance standard metrics.

Our short-term engagements are typically governed by purchase order terms and conditions.

Depending on the supply type, the complexity of the arrangements and the risk rating assigned to a supplier during our due diligence and assessment processes, supplier reviews are undertaken annually or at point of renewal.

In some cases, we may require a supplier to agree to more frequent reviews where it has been identified that we need to work more closely with that particular supplier.

### Our Services Arrangements

In 2024, we provided services to clients across our portfolio of brands across various industries.

Our brands works closely with clients to ensure our services continue to meet their specific and at times bespoke requirements. We ask our customers for feedback via a satisfaction survey periodically and use the results to drive new and better targeted services.

We go through a similar process with our workforce annually, to ensure we meet the fine balance between what our client want and what our employees expect of us.

We work closely with our parent company to co-develop solutions that support our environmental, social and governance commitments in a way that supports our clients and our employees.



# 3. The risks of Modern Slavery practices in our Operations & Supply Chains

Modern slavery can occur in every industry and sector and has severe consequences for the victims of slavery. The term Modern Slavery, refers to any situation, where there is a serious exploitation of individuals and their rights.

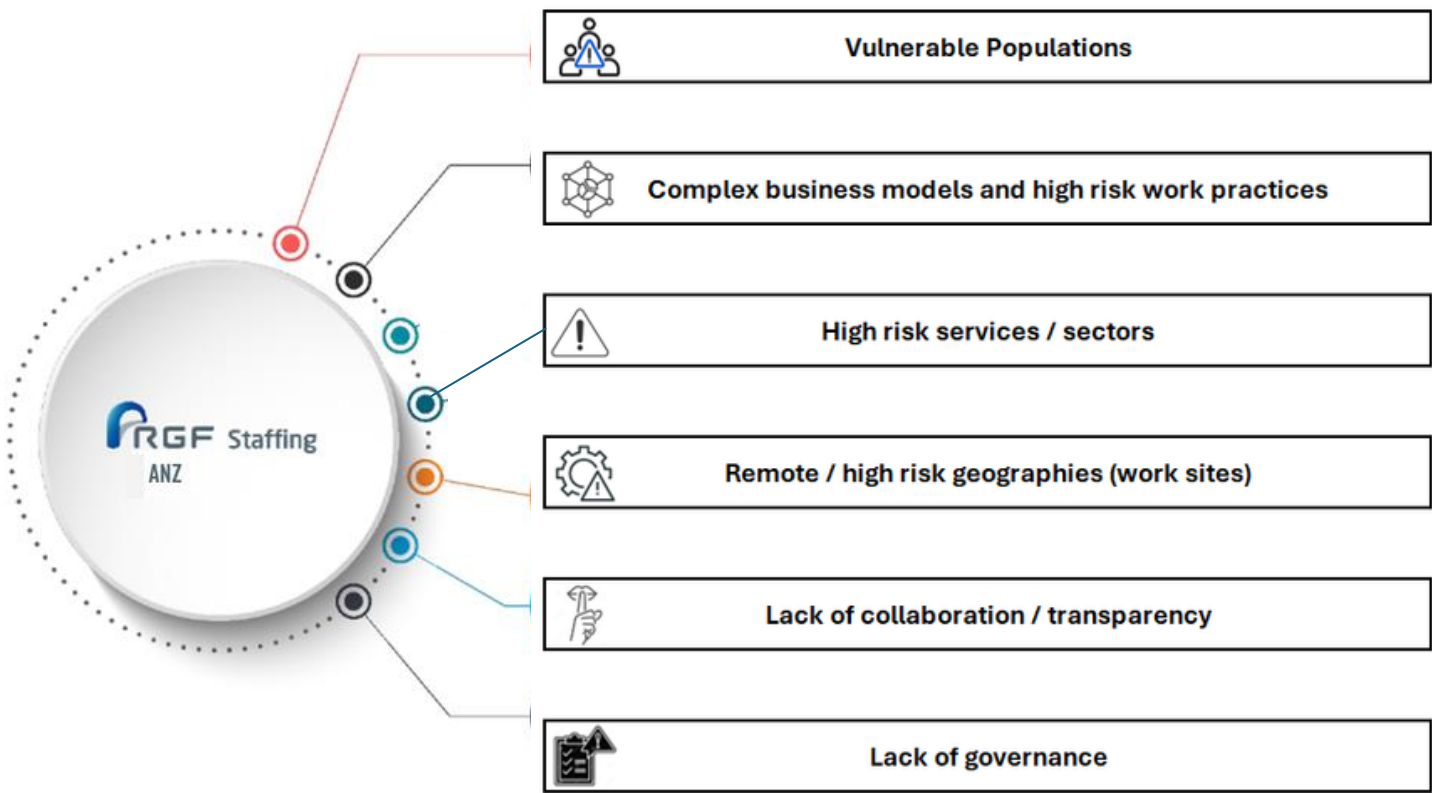
Whilst it has previously been thought that we are protected from Modern Slavery here in Australia, we are seeing too much, that this is not the case. Vulnerable individuals are being subjected to coercion, threats and/or deceptions designed to exploit them and undermine their freedom. It is becoming more widely understood and acknowledged, that Australian businesses (like ours), can inadvertently be involved in Modern Slavery situations because of the growing complexity and globalisation of supply chains and operational models.

According to Walk Free, *'the 2021 Global Estimates indicate there are 49.6 million people living in situations of modern slavery on any given day, either forced to work against their will or in a marriage that they were forced into. Through the adoption of the Sustainable Development Goals (SDGs), the global community has committed to ending modern slavery among children by 2025, and universally by 2030 (Target 8.7).'*  
RGF Staffing ANZ supports the SDGs, and our Sustainability Program targets are designed to align with these commitments.

## Our Modern Slavery Risk Profile

Modern Slavery and human rights risks refer to the potential adverse impact that a company can have on an individual or community's human rights and modern slavery risks, including those risks which restrict or remove a person's freedom.

We have identified the following six (6) key factors when assessing for modern slavery risks.



The level of risk will depend on intersecting factors including:  
Social, political and environmental conditions as well as business relationships and sector specific pressures.



# Risks in Our Operations



RGF Staffing ANZ follows the United Nations Guiding Principles on Business and Human Rights and the management of Modern Slavery risks, is part of our broader Sustainability – Human Rights program. We recognise, that violations of human rights such as restriction of movement, unreasonable control, labour exploitation, child labour, unsafe working conditions, unsafe living conditions, discrimination, freedom of association or other similar indicators, could signal risks of modern slavery.

When assessing modern slavery risks in our operations, we consider whether there is potential for us to be involved in any human rights violations.

This means, we assess whether we may be:

- directly contributing to modern slavery through our own actions (or lack of action),
- inadvertently involved in modern slavery activities due to our involvement with a third party or, if we may be
- directly involved, through our business relationships that arise as part of our services.

## Our Operational Modern Slavery Risk Indicators

Modern Slavery Risk Indicators in our Operations
<b>Geography</b>
Remote client worksite locations
Client worksite is in a high risk geography
<b>Work tasks</b>
The work itself is high risk or dangerous
The work is physically demanding
We have limited visibility / oversight at the worksite
Safety is not a key focus for the client
Training is not a key focus for the client
The work is seasonal or transient in nature
<b>Vulnerable populations</b>
Work is typically performed by migrant or base-skilled workers
There are low entry barriers for the role type
The work or roles are specifically gendered.
<b>Lacking Governance</b>
There are gaps or insufficient policies (including insurances) in place to protect human rights of our workers once placed.
The client does not have a good credit rating
There are none, or inadequate grievance reporting systems
There are constant changes in supervising personnel
<b>Complex Arrangements</b>
The client 'self-recruits' workers and requires a 3rd party to employ the individual and supply back
The client insists on a no site visit policy

We believe that our workers are best supported when we and our clients collaborate to prevent harms. We achieve this through open and transparent communication, clear and easily accessible avenues for raising grievances, remediations where harm is identified and the sharing of information and learnings, to ensure continuous improvement in the identification and management of modern slavery risks.

In addition to these risk indicators, we also recognise the following are ways that we could inadvertently contribute to/indirectly cause, modern slavery risks:

- Low oversight of our supply chains,
- Partnering with agencies who may use exploitive recruitment practices, to meet our supply demands at specific price points,
- Inadequate documentation to support activities, or documentation that is not written in languages common to the workforce,
- Lack of communication with our workforce, including those who are not directly employed by us, but who carry out work for us,
- Having no way to safely report exploitation, particularly in arrangements where individuals do not have direct access to our systems.



# Risks in Our Supply Chain

## Our Supply Chain Modern Slavery Risks

We acknowledge, that the potential for modern slavery risks to exist in our supply chain is higher than in our operations, including in our Tier 1 arrangements.

To reduce the likelihood of inadvertently engaging with suppliers who have a higher risk of involvement with Modern Slavery, we considering a combination of:

- Supply category,
- Country,
- Local legislation and regulation,
- Complexity of the arrangement,
- Policies, procedures and/or management practices in place.

By assessing these factors in combination, we establish a supplier risk profile. We do not simply assume a supplier is low risk because they are located in a low-risk country.

Historically, our position has been to avoid association with higher risk suppliers, however we have come to understand that in some cases, we may have some opportunity to influence our suppliers' behaviours using commercial leverage.

In these instances, by:

- providing clear expectations / contractual controls,
- providing ongoing education and support,
- communicating directly with a suppliers' workers and
- working closely with the supplier,

We believe that engaging with suppliers to drive remediation can achieve better outcomes for impacted individuals rather than immediately terminating relationships. In situations where it is clear that we can have no influence, and if there are enough indicators to support a strong suspicion of modern slavery, we will make a report to the appropriate authorities and seek guidance on next steps to protect and support any impacted individuals.

## Our Potential involvement in Modern Slavery

We have identified that there is a potential we may inadvertently contribute to modern slavery instances through the following activities:

- Our sourcing partnerships associated with our programs designed to support vulnerable individuals (including minority groups and migrant workers)
- Partnerships with contingent labour providers used in cases where we may require additional support to meet our contract obligations,
- The placement of low-skilled workers in short term roles at client sites,
- Through our supply arrangements where there are complex structures including sub-contractors and outsourcing practices.

The risk assessments undertaken during 2024 indicated that individuals employed directly by RGF Staffing ANZ are at a lower risk of experiencing modern slavery practices. This is primarily because we maintain oversight and control over employment terms, working conditions, and access to support mechanisms. We have established safeguards at client sites to protect workers in the following areas:

- - Ensuring safe and healthy working environments,
  - Promoting non-discrimination and equal treatment,
  - Delivering mandatory training and awareness programs,
  - Maintaining fair and transparent working conditions,
  - Providing access to confidential grievance mechanisms, and
  - Ensuring availability of human resources support, including Employee Assistance Programs

We have strong group-wide policies and procedures, training and grievance mechanisms for our employees, including our contingent workforce. Our People & Culture, and Risk & Sustainability Teams are dedicated to ensuring we actively prevent human rights risks, and we are actively taking steps to improve the number and quality of risk assessments undertaken in the area of human rights.





# Identification % management of risks identified

Whilst no actual incidences of Modern Slavery were identified in our value chain, we acknowledge that the risk of potential involvement remains.

## Our Supply Chain

We consider the greatest risk that exists for our business in terms of Modern Slavery, is the potential that we may be directly linked to modern slavery activities through our supply chain. We generally consider our supply activities to be low risk, however we acknowledge that our routine risk assessments (including due-diligence and reviews), focus on our Tier 1 suppliers meaning that our exposure may sit within the following areas of our suppliers’ direct suppliers:

- High-risk geographies (particularly where other risk indicators are present e.g. migrant / low skilled workforce, short term arrangements etc)
- Forced labour (vulnerable populations) for some of the supply types. (commitments; Consumables, Uniforms)

We supplement our routine risk reviews with deep dives into specific risk areas. In 2024, our focus (on human rights risks more broadly) included a review of suppliers providing:

- chemicals/products to our managed services business
- arrangements / partnerships involving sourcing / sponsorship of foreign workers

In the next reporting period (ending March 2026), our focus is to improve supplier participation in our programs, and to seek more detailed assurance from our suppliers on their supplier’s compliance with Human Rights Standards. This focus will be supported by improvements and refinements to the criteria assessed by our risk assessment tool and a new mandatory requirement for our suppliers to make a formal pledge to align with our sustainability commitments; by signing they acknowledge and will comply with our Supplier Code of Conduct.

## Our Operations

We did make the decision to broaden our operational risk indicator criteria for 2025 and beyond, to include:

- address validation and matching and
- emergency contact matching.

The purpose of introducing these new indicator types, is to consider whether there is additional risk present in (and whether we may have the ability to positively influence) situations where:

1. A residential address may be associated with many workers. Particularly where individuals with working, study and or bridging visas are identified as residing at the same address.
2. An emergency contact may be associated with many individual workers, (again, particularly those with certain visa arrangements); as well as instances where an emergency contact is also a landlord or has another, similar relationship to the worker.

There were also no instances of modern slavery (including suspected) reported through our Confidential Compliance or Whistleblower Hotlines during the period.

Modern Slavery Risk Factor		Our Operational Indicators	Identifier
Vulnerable Populations	→ Live in poor or substandard accommodation	Residential address provided is not found using address technology tools	
		Residential address is recorded against multiple individuals' records	
		Residential address is repeatedly updated by the individual in a 12 month period	

Supply Category (Risk)	Risk Taxonomy Indicators	Higher Risk Geographies in our Supply Chain
Office Supplies / Consumables		Not always defined.
Building Maintenance Services		
Utilities		
Freight and Logistics		Philippines, India, China
ICT Products and Services		
Cleaning Supplies		
Uniforms / Textiles		China
Downstream Labour Supply		Philippines, India

High Risk Sectors we Supply	Risk Taxonomy Indicators
Agriculture and Fishing	
Construction and Property	
Cleaning and Hospitality	
Food Services	
Financial Services, Mining, and Healthcare	
ICT	



## 4. Actions to assess & address Modern Slavery Risks identified

Our actions are designed to address the key modern slavery risks identified in our operations and supply chain, prioritising activities where vulnerable workers, remote locations, and complex subcontracting structures present the greatest risk of harm.

- ✓ We continued to review and refine our risk identification and mitigation criteria during the reporting period.
- ✓ We collaborated group wide, on our Human Rights Strategy, the associated goals and the key activities that will be undertaken during the next reporting period were agreed upon.

As part of a business restructure that occurred during the period, a Risk and Sustainability Team was formed. This team are tasked with oversight of the following governance functions across the group:

- Sustainability (Environment, Social and Governance)
- Policy, Risk and Compliance
- Insurance
- Health and Safety

- ✓ The Risk & Sustainability team collaborates with our other corporate functions to ensure appropriate controls are implemented to support our human rights and modern slavery goals.

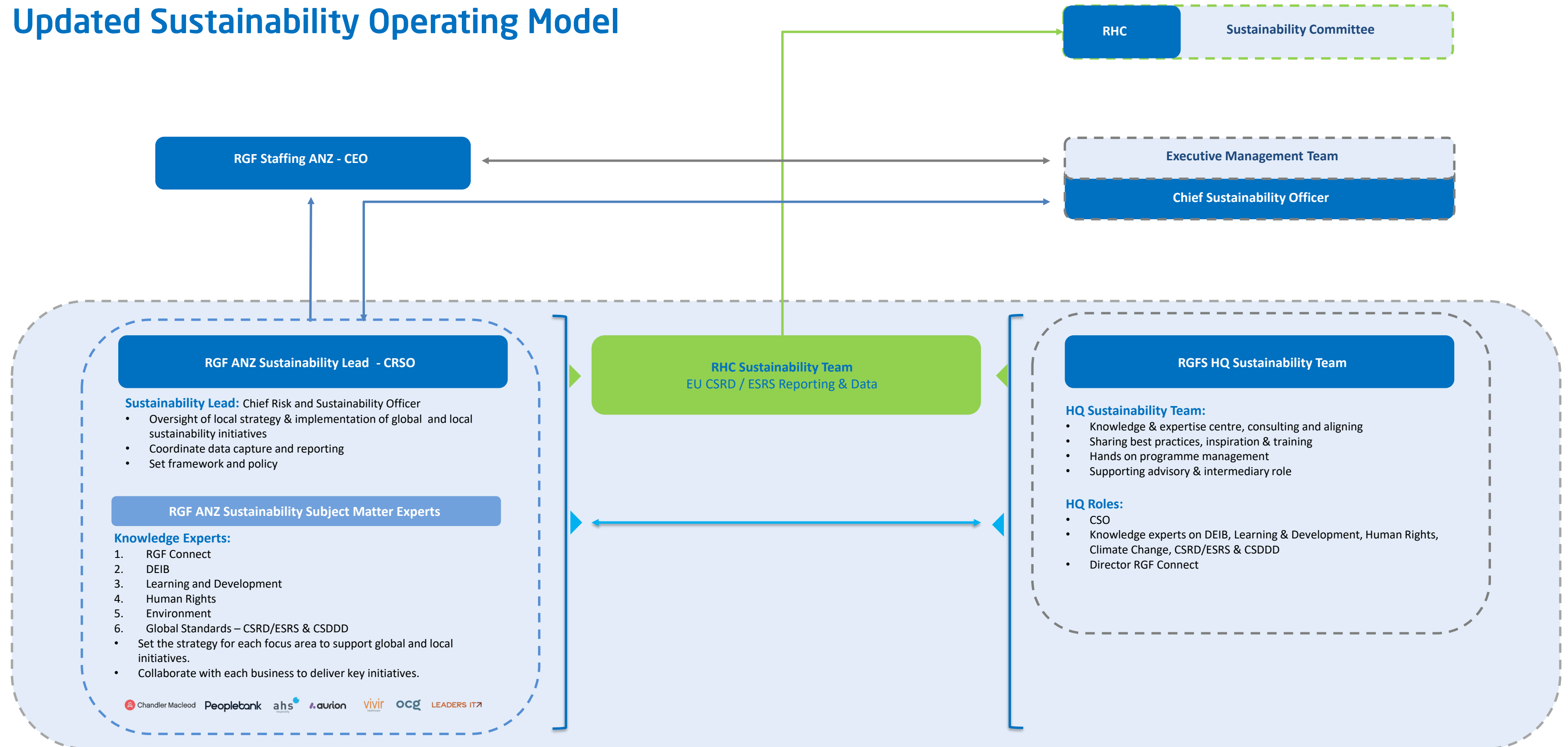
- ✓ We continued with our refinement and expansion activities of our modern slavery framework. This included:

- Refining and embedding our corporate due diligence activities across the group, with our aim being to increase the quantity of third-party assessments undertaken, particularly of our critical IT suppliers.
- We commenced deep dive due diligence investigations into operational data that has potential to be used as an indicator of modern slavery. The results of this review, will help shape additional operational controls to be implemented during the next financial year and will help steer our focus for communications with our workforce during the 2025/2026 financial year.
- Reviewing and where necessary, making updates to our documentation (e.g., Updates to explicitly document our zero tolerance of child labour)
- Updating our tender documentation packs to better articulate our position on Modern Slavery and the associated activities we have implemented and our expectations in relation to working with clients/suppliers.
- Reviewing our grievance mechanisms to determine whether the channels are easily accessible, well known to our internal and external stakeholders and, to consider whether the existing remedies sufficiently apply to modern slavery related violations.
- We reviewed brand compliance to our group-wide due diligence processes and have set realistic improvement targets for the following period based on feedback about the processes.
- Our Compliance and Sustainability Committees agreed the KPI's that will be measured to track the overall performance of our human rights strategy in the next reporting period. (Including where processes to identify, prevent and remedy actual or potential modern slavery risks may require expansion).
- With the recent restructure, we reviewed and the accountabilities, priorities and performance measures at the various levels within our structure. These are confirmed on the following page.



## Actions to assess & address Modern Slavery Risks identified continued.

### Updated Sustainability Operating Model



## Actions to assess & address Modern Slavery Risks identified continued.

Typically, and even during 2024, if certain parts of our due diligence criteria were not met, our position was not to engage with a supplier. We have reviewed this position and, where missed criteria relates to a modern slavery risk score, our corporate teams (Legal, Risk and Sustainability and People and Culture) will provide further guidance as to whether there is opportunity to use commercial leverage to improve a risk score or, whether the indicators suggest that liaison with external parties such as the Australian Federal Police, Australian Border Force and or support agencies such as 'Walk Free' or 'Red Cross' may be warranted.

During 2024, our approach to suppliers we identified as higher than low risk for modern slavery was not to engage.

The leverage assessment discussed earlier in this statement, now forms part of our strategy, and we may continue to engage (where appropriate), rather than apply a blanket rule to cease association with high-risk suppliers.

Common findings across the risk assessments undertaken in 2024 included:

- Smaller businesses choosing not to voluntarily meet the Australian Modern Slavery Act reporting requirements.
- Lack of defined policies in place to demonstrate understanding / commitment to eradicating modern slavery
- Complex supply chains without clear evidence of practices in place to review these

## Specific actions taken

During 2024, we started compiling a formal supplier education program to be rolled out in 2025 for those suppliers that are identified as "higher risk + willingness to work through identified gaps".

We also commenced a full review of our Supplier Code of Conduct to expand our expectations beyond human rights, to include environmental and governance expectations and to better align with the SDG's. In 2025, we will set a new expectation, that our suppliers sign our code of conduct as part of our engagement process, and this will be measured and reported on.

We reviewed our processes and procedures relating to child labour and the engagement of young employees and made updates to our documentation suite where appropriate. We also developed an additional risk management tool, for implementation in 2025, that will assist us to monitor each of our brands' modern slavery activities and progress towards our 2030 goals in Modern Slavery and Human Rights.

Our Risk and Sustainability team was established as part of a restructure, and we appointed a Chief Risk and Sustainability Officer as well as a Director of Social Impact.





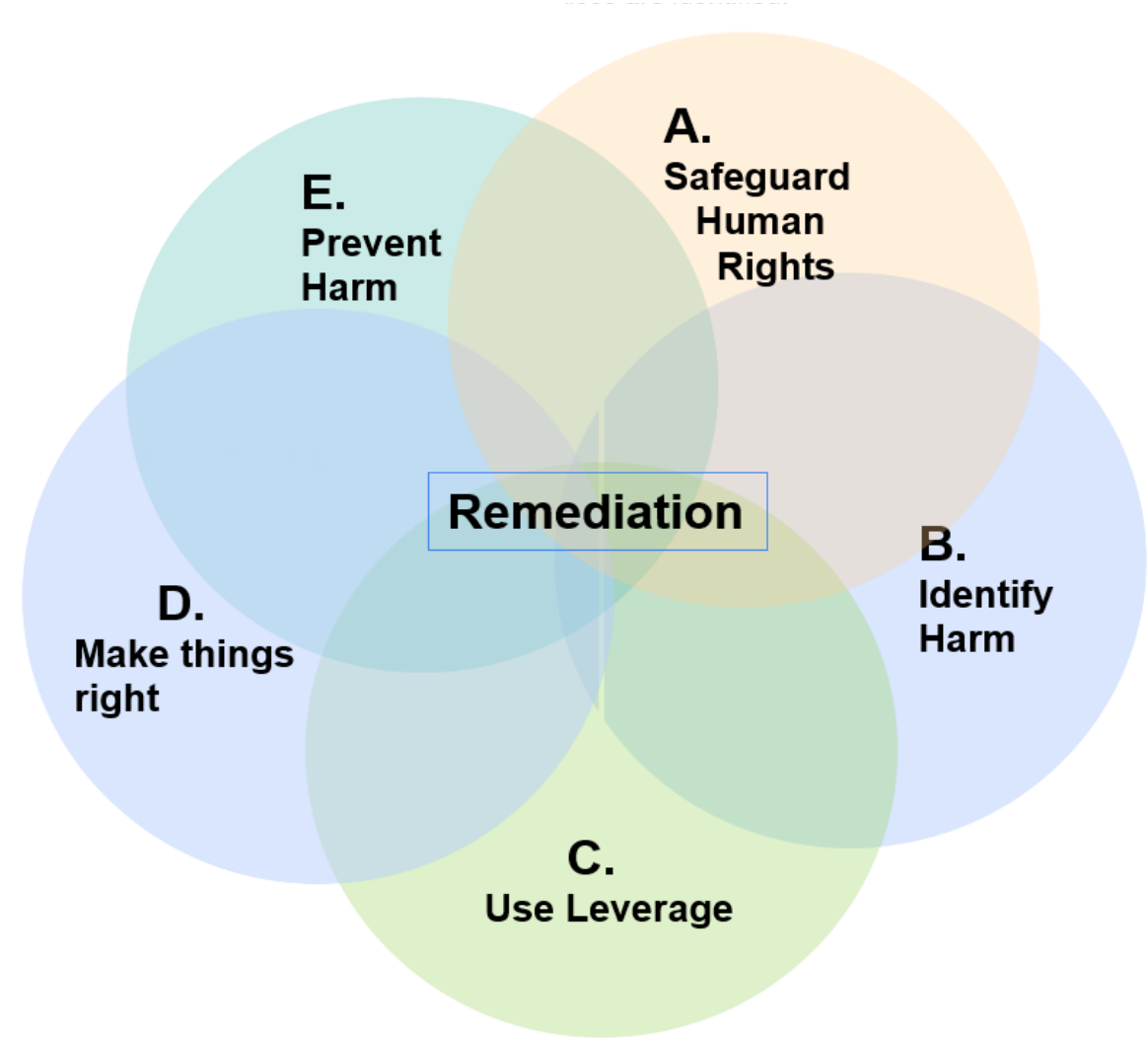
# Remediation

If credible indicators of modern slavery are identified through our grievance, audit, or whistleblower channels, we will activate our remediation process. The Risk & Sustainability Team will oversee the process, engaging impacted individuals and, where appropriate, specialist organisations to ensure remedies are effective, rights-respecting, and sustainable. We will monitor outcomes to assess whether remediation actions have restored rights and prevented further harm.

Whilst no remediation was specifically required during the reporting period, we reviewed our grievance and whistleblower processes and identified areas for improvement in terms of remediations specific to Modern Slavery. Changes to these processes and the associated supports will take place in 2025, to align with the following:

## Modern Slavery Remediation Process

Changes to our Grievance and Whistleblower Processes will clearly articulate ‘remedies’ available to individuals if Modern practices are identified



## Modern Slavery Remedies

**Restitution** – correcting & restoring what has been lost, and returning rights to the individual before the harm occurred.

- ✓ Return rights dismissed/lost due to discrimination

**Compensation** – includes financial and non-financial reward for any economically assessable damage.

- ✓ Repaying the unpaid overtime hours.
- ✓ Supporting the costs of legal assistance or visa fees

**Rehabilitation** – includes services to continue to care for the impacted rights-holder

- ✓ Collaborating with an NGO to provide counselling and social services to support an individual's integration back into society.
- ✓ Offer / support engagement into vocational training to build a rights-holder's formal qualifications or work experience

**Satisfaction** – Satisfaction involves restoring the dignity, reputation and rights of the impacted individual.

- ✓ Responsibly exiting a business relationship causing modern slavery.
- ✓ Publicly apologizing and accepting responsibility of the modern slavery a business is involved with.
- ✓ Protecting the safety and interests of the impacted rightsholder, including their truth and their family.
- ✓ Punitive sanctions, such as fines, for not meeting mandatory reporting under Modern Slavery Acts.

**Guarantee of non-repetition** – Guarantees of non-repetition are actions to prevent and mitigate future modern slavery.

- ✓ Sharing learnings from incidents of modern slavery within Australian property and construction businesses.
- ✓ Regularly reviewing and reforming modern slavery grievance mechanisms and remediation processes for continuous improvement.



# 5. Assessing our Modern Slavery program effectiveness

We assess the effectiveness of our modern slavery actions through both process indicators (e.g., training participation rates, supplier compliance rates) and outcome indicators (e.g., remediation outcomes for affected individuals, reduction in identified high-risk suppliers). Continuous improvement actions are embedded into our compliance cycle based on these findings.

We identified that some areas require additional focus and amended targets, whilst others are easily achieved and therefore, we will raise the expectations a little higher for the next reporting period.

Supplier willingness to participate is improving slightly, however it is still lower that we’d like to see. To combat this, we are considering changes to the contractual obligations we negotiate into our arrangements, so that written acknowledgment of our Supplier Code of Conduct becomes a contractual obligation of ours.

We also made the decision to update, the Risk Management and Grievance Reporting elements of our Modern Slavery Framework.

## Risk Management

This element was updated to ensure that the risk assessment process takes into consideration whether we:

- Cause,
- Contribute or
- Directly Contribute (through 3<sup>rd</sup> party arrangements)

to Modern Slavery or its associated factors. Further education for our brands will be delivered in the next reporting period to embed this updated assessment process into our day-to-day activities.

## Grievance Reporting

We updated our Grievance Reporting element to include report / remedy – for any identified or suspected instances of modern slavery. This was quite a significant change to our processes because it includes a commitment by us, to use education and leverage where we can, to influence better outcomes for individuals that may not be directly associated with our business. A new ‘Working Together to Combat Slavery’ program will be rolled out in the next reporting period to improve our maturity in this element. This will be rolled out during the next reporting period.





## 6. Consultation and Collaboration

### Internal collaboration and consultation

We consulted with and actively sought feedback (through both informal discussions and management meetings) from all the entities we control during the reporting period on our Modern Slavery framework, including our actions to date and the actions we plan for the group for the period ahead.

Consistent across all, was the feedback that:

- the current process was not user friendly and too manual,
- our survey was difficult for some clients/suppliers to access,
- the risk assessment process was cumbersome for those who have mature modern slavery systems and process in place

We have considered this feedback and during the next reporting period, will assess partnerships with software providers who may be able to assist us to streamline and automate much of the supplier management processes we have in place.

We actively consulted with our controlled entities in the development of this Modern Slavery Statement, including the details and summaries of actions taken and, the new commitments and actions to achieve those for the next period ahead. Our Sustainability Committee worked closely with all entities, our executive team and to ensure goals for the next period are embedded in performance plans for the year ahead.

### External collaboration and consultation

Our collaboration in 2024 aligned with our Human Rights goals. This included:

1. Establishing a membership with Social Traders, who are committed to empowering businesses that put people and planet first.

“Social Traders has a vision. By 2030, we plan to unlock more than \$5b in demand for social enterprises, enabling social enterprises to create over 44,000 jobs, deliver 6 million training hours, and deliver community services and donations of \$128m”.

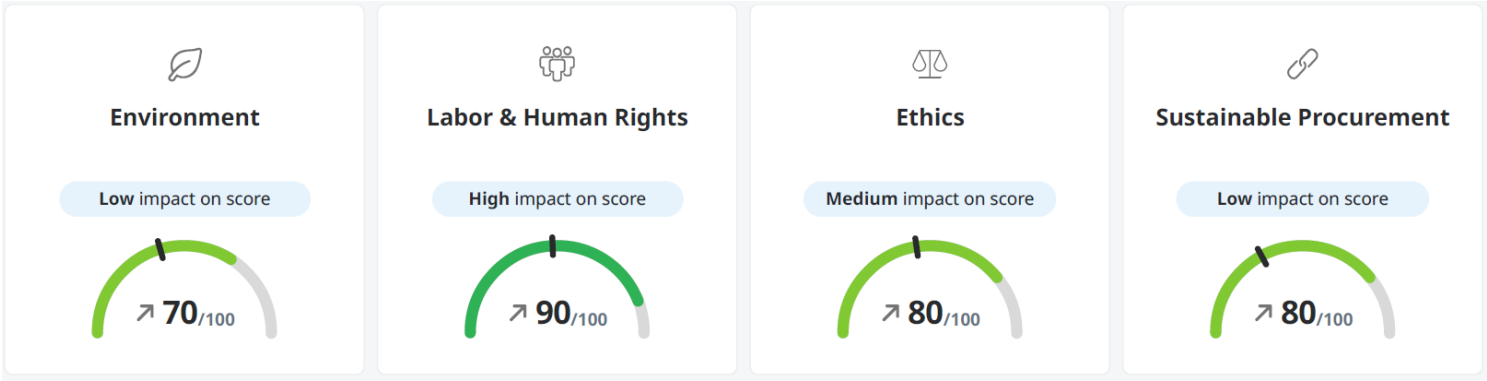
2. Asking Clients and prospective clients (who were willing, and who we determined had a more mature framework than us) to provide us with feedback on our Modern Slavery Framework, and our Statement via B2B workshops and general discussions.

## 7. Our Sustainability Focus & Certification

During 2024, we attained a Platinum rating with EcoVadis, which is in the top 1% of businesses assessed. EcoVadis uses a methodology that covers seven management indicators, across 21 sustainability criteria in the following categories:

- Environment
- Labour & Human Rights,
- Ethics and
- Sustainable Procurement

Our scores achieved in these categories:



We will continuously improve our human rights activities by implementing the recommendations of external reviews we participate in (such as EcoVadis); Our Modern Slavery framework and associated activities form part of this continuous improvement program.

We also take on feedback provided to us from both internal and external stakeholders across our various brands. One example of this was a large market player who took the time to review our modern slavery framework as part of their tender review process. Whilst we do not have an established relationship with the entity, we valued their perspective and appreciated the opportunity to share our plans, mapping their recommendations to our 2025 sustainability program plans.



# 8. Governing Body Approval

This annual statement, the details and commitments made, was approved by our [Executive and Group Leadership Team](#) (including representation from all our controlled entities).

RGF Staffing ANZ and its controlled entities, share common Directors including the Chief Executive Officer and Chief Financial Officer, who keep the Board informed of the Modern Slavery reporting requirements and our progress against the related commitments made.

This Statement was approved by the Board of Directors of RGF Staffing, in their capacity as the principal governing body of RGF Staffing ANZ Pty Ltd on 28<sup>th</sup> April 2025 and is signed on behalf of the Company and its controlled entities by Brent Leahy, Director and Chief Executive Officer.



**Brent Leahy**  
Chief Executive Officer  
RGF Staffing ANZ

A handwritten signature in black ink, appearing to read 'Brent Leahy', written in a cursive style.

