



Modern Slavery Policy

1. Our Position on Modern Slavery

Workforce International Group and its related entities (**Workforce**) believes that everyone should have access to decent working conditions that do not involve coercion, threat, exploitation or deprivation of their freedom.

2. Why We Do It

As global supply chains extend to distant regions and serious exploitation such as human trafficking, child labour, debt bondage, forced labour and slavery affect millions of people worldwide, we aim to uphold a high standard across our operations that respects and protects human rights and freedoms.

3. Our Expectations

This Policy applies to everyone involved in our business including employees at all levels, directors, contractors, clients, consultants, third party representatives, volunteers, and suppliers, regardless of their role or location.

Workforce expects all parties, including our suppliers to:

- Comply with the standards set out in this policy
- Notify us immediately of any breach of this policy
- Conduct their business by ethical means that ensures all workers are legally permitted to work and no forms of forced labour, child labour, human trafficking, debt bondage, slavery or servitude are applied in the course of delivering services or products to Workforce.

Workforce's Employee Code of Ethics and Conduct, Grievance, Anti-Bribery and Corruption, and Workplace Behaviour policies all support our position and commitment to ensuring modern slavery is not present in our supply chain.

4. How to Report Concerns

Workforce aims to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. All reports lodged under this policy will be dealt with in a confidential manner. You can raise a concern:

- a) In person – discuss the issue with your line manager, supervisor or Workforce HR representative.
- b) Via our website – www.workforce.com.au and complete the Enquire Now form.
- c) By calling the Australian Federal Police on 13 12 37.

Workforce will not tolerate anyone being treated unfairly, punished or retaliated against for raising a concern. Where appropriate, any such behaviour may result in disciplinary action including termination of employment.

Chief Executive Officer

March 2026