



MODERN SLAVERY STATEMENT

2024 - 2025

INTRODUCTION

Bayside BWE Pty Ltd (the Group) respects and is committed to protecting human rights. We recognise the risk of modern slavery within our operations and that of our supply chain, and we continue to support the elimination of all forms of modern slavery and reducing risk to people directly or indirectly involved in our activities.

This is the Group's fifth Modern Slavery Statement. Consistent with previous reporting periods, we have not identified any instances of modern slavery within our operations nor that of our supply chain. We remain committed to building a more comprehensive understanding of modern slavery risks and to improving our due diligence, processes and systems to be as effective as possible to support the eradication of modern slavery.

While the Group does not currently meet the legislative threshold for mandatory reporting, we voluntarily submit this statement to the Attorney-General's Department, reflecting our commitment to the principles of the Modern Slavery Act 2018 and our responsibility to proactively address modern slavery risks.

This Statement outlines the potential risks of modern slavery in our operations and supply chain and details the actions we have taken to understand, mitigate and address those risks across the last reporting period, in addition to our focus areas for the 2025–2026 period.

Definitions

The expressions 'we' and 'our' are used where reference is made in general to the Group.

Unless stated otherwise, all references to "risks" within this Statement refer to modern slavery risks to people.

Acknowledgement of Country

The Group acknowledges the Traditional Owners of the lands across Australia – in particular, the regions in which we operate. We pay respect to Elders past, present and emerging.

OUR VISION & VALUES

Our Vision of **partnering in the future of people** relies on an undertaking by all in our operations to welcome diversity, recognise the importance of inclusiveness and a commitment to treat everyone with respect and dignity.

Together with our Values we operate honestly, ethically and transparently, with an awareness of the impact of our actions on others.

Passion | Integrity | Respect | Excellence | Teamwork

Across our seven entities we provide labour hire, recruitment and workplace relations advice and support, Project Management, Engineering and Consulting Services, and IT support.

As a leading Australian employment and workforce management specialist, we take seriously our obligation to prevent slavery, slavery like practices and human trafficking within our business, the operations of our supply chain and the clients with which we partner.

GROUP STRUCTURE



OUR OPERATIONS & SUPPLY CHAIN



| | OUR SERVICES | OUR PEOPLE | OUR SUPPLIERS |
|--|--|---|---|
| | On-hired Employment and Permanent Recruitment, Workplace Relations Consulting | Workforce Management Consultants, Recruitment Consultants, Associate Consultants, ER/IR Specialists, Health & Safety, Management, Payroll On-hired Employees: Semi-skilled | Technology, PPE & Equipment, Stationery & Office Supplies, Printers, Catering, Facilities Maintenance, Car Manufacturers, Consultants, Accounting & Payroll Services |
| | On-hired Employment, Permanent Recruitment, International Sponsorship (482 Visas), Workplace Relations Consulting | Workforce Management Consultants, Recruitment Consultants, Associate Consultants, ER/IR Specialists, Health & Safety, Management, Quality Systems, HR, Marketing & Communications | Technology, PPE & Equipment, Stationery & Office Supplies, Printers, Catering, Facilities Maintenance, Car Manufacturers, Consultants, Accounting & Payroll Services |
| | Engineering & Design, Project Management, Detailing & Drafting, Surveying & Geospatial, 3D Scanning & Modelling, Asset Location & Assessment, Soil Testing | Engineers, Drafters, Project Managers, Surveyors, Auditors, Designers, Trainees, Administrators | Technology, PPE & Equipment, Stationery & Office Supplies, Printers, Catering, Facilities Maintenance, Car Manufacturers, Consultants (both in Australia and overseas), Accounting & Payroll Services |
| | IT Managed Services IT Support | IT Support, IT Specialists | Technology, Equipment, Stationery & Office Supplies, Printers, Facilities Maintenance, Accounting & Payroll Services |



OUR PEOPLE

Our Workforce

Our workforce comprises internal employees located across eight offices nationally, and on-hired employees through our labour hire services. These workers are placed with host clients across Australia, primarily in Engineering, Technical, Scientific, Education, Administration, and Semi-skilled Labour roles.

Employment Standards

Our employees are engaged under individual employment contracts and are covered by applicable industrial instruments including modern awards and enterprise agreements. Our internal Workplace Relations team ensures compliance with these instruments, the Australian National Employment Standards (NES) and the Fair Work Act 2009, across both our operations and those of our host employers.

Skilled International Workers

During the reporting period, Bayside Group sponsored seven international workers under the 482 Temporary Skill Shortage Visa. Skilled migrant workers are employed directly, receiving the same entitlements as resident employees. This includes access to benefits and rewards, ability to raise grievances directly or anonymously, and access to our Employee Assistance Program.

49

Years in Operation

8

Offices Nationally

114

Internal Staff

1212

On-hired Workers

108

Permanent Placements

4

Secondments

2024-25 SNAPSHOT

0

instances of modern slavery

No detection across our operational activities and supply chain. We are committed to identifying and mitigating risk.

95%

spend was with direct suppliers

Located in Australia, and as such are subject to Australian legislation.

28%

contracted suppliers evaluated

Having completed and submitted our Modern Slavery evaluation questionnaire to date.

MODERN SLAVERY SAFEGUARDS

We have assessed our operations across the reporting period to be at low risk of causing or contributing to modern slavery. Our low risk profile is supported by several key factors:

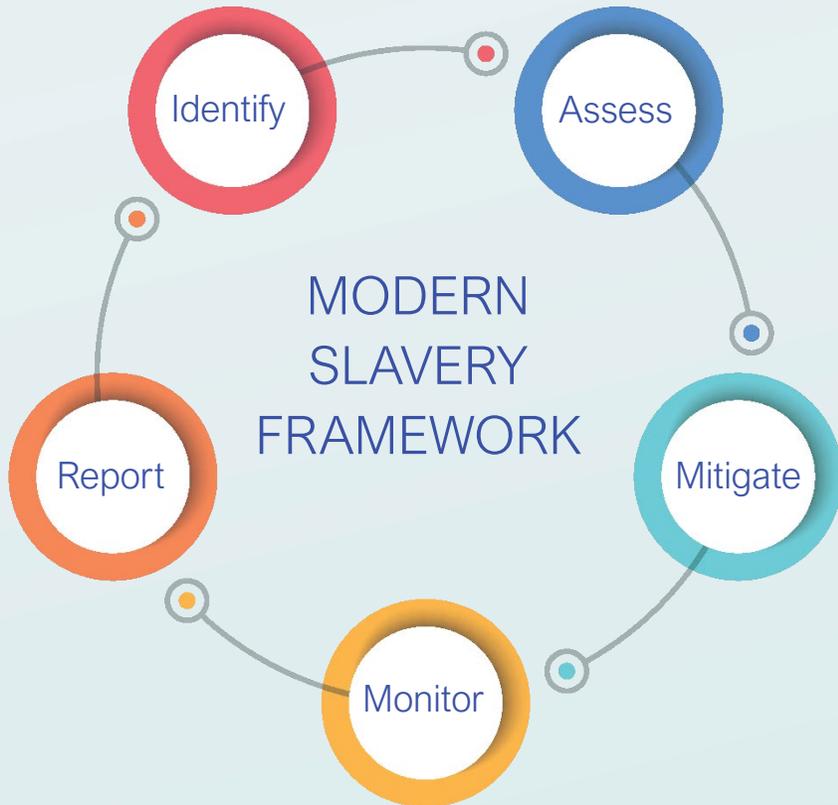
- ✓ All our employees are engaged through formal and clear employment contracts which comply with the National Employment Standards (NES) and the Australian Fair Work Act.
- ✓ The small number of international workers we engage are paid above jurisdictional employment standards.
- ✓ Our operations are governed by internal policies and procedures that protect the rights and freedoms of our people including prescribed codes of conduct, Respectful Workplace Conduct and our Diversity Inclusion and Belonging Policy.
- ✓ The Group provides for a Whistleblower Policy providing a confidential mechanism for employee grievances.
- ✓ All employees undertake mandatory training on bullying, harassment and discrimination with refresher training completed every two years.
- ✓ Our identity and work rights checks provide thorough verification of workers' identities and legal work status.

- ✓ Our Group employs an internal ER/IR advisor who ensures compliance with relevant awards and Australian employment legislation, who regularly reviews and contributes to internal policies relating to employee engagement.
- ✓ Our labour hire licences enforce compliance, vetting, and transparency, helping to prevent worker exploitation.
- ✓ Any employee within our Group is free to leave their employment at any time with no penalty, and all employees are free to engage in collective bargaining.
- ✓ The Group complies with child employment laws that protect children from work that could harm their health or wellbeing.

We continue to work with our clients to ensure we are collectively assessing actual or perceived risk of modern slavery. As a supplier of professional services, our activities and that of our supply chains are regularly evaluated to determine our modern slavery risk profile.

Compliance with client issued Supplier Codes of Conduct reflects an alignment between our common values and efforts to address modern slavery risks and maintain responsible and transparent supply chains.

ACTIONS TO MITIGATE MODERN SLAVERY RISKS



2024-25 FY Mitigation Activity

We have continued to broaden our awareness and understanding of potential avenues and exposure to modern slavery risks across our operations and that of our supply chain. Key actions included:

- ✓ Reviewed and updated our Supplier Evaluation Questionnaire to enhance its effectiveness in identifying and assessing modern slavery risks.
- ✓ Reviewed contracts and agreements with both employees and external suppliers located abroad to assess exposure to modern slavery risks.
- ✓ Created and maintained a register of employees and on-hired workers engaged in work outside Australia to monitor and ensure ongoing alignment with Australian employment standards.
- ✓ Developed an onboarding procedure for employees working overseas to verify alignment with Australian standards, including parity in pay rates and cost of living.
- ✓ Incorporated into our standard client Terms of Business a requirement for compliance with the Modern Slavery Act 2018.
- ✓ Commenced development of modern slavery awareness training for our employees to be rolled out across the next reporting period.

ACTIONS TO MITIGATE MODERN SLAVERY RISKS



APPROVAL & CONSULTATION

This Statement is submitted by Bayside BWE Pty Ltd on behalf of its related entities. Consultation by the Modern Slavery Working Group took place with relevant operational and corporate services executives, and the Board of Directors.

This Statement was approved by the Board of Directors on 18th December 2025 and is made pursuant to the Modern Slavery Act 2018 (Cth).



Robert Macdonald
Chair
Bayside BWE Pty Ltd