

People*IN*

► FY25

MODERN SLAVERY STATEMENT

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INTRODUCTION

This Statement is issued on behalf of PeopleIN Limited (PeopleIN) and its controlled entities (Group) as outlined in the FY25 annual report, in compliance with the reporting requirements of the Modern Slavery Act 2018 (Cth) (Act). PeopleIN is a publicly listed company on the Australian Securities Exchange (ASX:PPE) and has its corporate headquarters at Level 6, 540 Wickham Street, Fortitude Valley, Queensland. In line with the Commonwealth Guidance for Reporting Entities, this statement details PeopleIN's operations, supply chains, and the processes for identifying and mitigating modern slavery risks. It covers the activities of PeopleIN and its controlled entities for the reporting period from 1 July 2024 to 30 June 2025 (Reporting Period).

This Statement reflects PeopleIN's strong commitment to upholding human rights and preventing modern slavery in all its forms. This commitment is essential for the long-term success of PeopleIN's business and the wellbeing of the communities with which it engages. Through its policies, procedures and practices, PeopleIN actively works to combat modern slavery while promoting fairness and inclusion. Its audit and governance systems are designed to ensure continuous improvement in addressing these critical issues.

We continue to strengthen our approach to ethical sourcing, responsible recruitment, and worker wellbeing, recognising that a proactive and preventative risk framework is critical to the sustainable growth of our business and the welfare of the communities in which we operate.



► ABOUT PEOPLEIN

PeopleIN is Australia's largest ASX-listed workforce solutions company.

The Group harnesses local expertise and market-leading technology to simplify client complexity within the Health & Aged Care; Community; Education; Trades & Labour; Agriculture & Food Processing, Professional Services; and Defence sectors. With a strong focus on compliance, WHS and corporate responsibility, PeopleIN leverages a centralised executive leadership function and shared services teams to ensure that consistently high standards are maintained across all its brands. PeopleIN is committed to sustainability, with ongoing initiatives that support First Nations communities as well as a strong focus on equity and inclusion. In the past year, PeopleIN has successfully placed over 30,000 individuals in new roles, underscoring its role in shaping careers and driving workforce success. Through its diverse and integrated approach, PeopleIN continues to deliver innovative, scalable solutions to meet the ever-evolving needs of the talent marketplace.

HEALTHCARE, COMMUNITY & EDUCATION				
ENGINEERING, TRADES & LABOUR				
FOOD & AGRI				
PROFESSIONAL SERVICES				
				

OUR SUPPLY CHAIN

PeopleIN delivers an integrated workforce solutions model, including:



**DOMESTIC AND INTERNATIONAL
RECRUITMENT SERVICES**



HR AND STAFFING SOLUTIONS



**WORKFORCE MANAGEMENT AND
DEPLOYMENT SERVICES**



**RECRUITMENT PROCESS
OUTSOURCING (RPO)**



**MANAGED SERVICE PROGRAMS
(MSP)**



**IN-HOUSE CONSULTING AND
ADVISORY SERVICES**

PeopleIN's supply chain supports both corporate operations and labour-hire activities. We employ 700 internal employees who support an average of 15,000 on-hire and permanent workers across Australia and New Zealand. Our supply chain falls into two broad categories:

- ▶ **Supply of Personnel:** The sourcing and deployment of temporary and permanent workers hired by the Group to deliver services to clients.
- ▶ **Supply of Services to Clients:** Delivery of contracted and project-based services under statements of work.

The majority of PeopleIN's suppliers are based in Australia. However, some technology suppliers may be located outside the country due to the nature of their business. This broad supply chain allows PeopleIN to efficiently deliver tailored workforce solutions while maintaining high standards of quality and compliance.

PEOPLEIN MODERN SLAVERY RISK ASSESSMENT CONSULTATION PROCESS

In FY25, PeopleIN completed its annual modern slavery risk assessment, including:

- ▶ An internal audit across all Group entities
- ▶ An external supplier audit
- ▶ An entity-level modern slavery assessment completed by each controlled entity

The Human Resources team reviewed all results to validate findings, identify areas of elevated risk and inform improvement initiatives.

In summary:

- 1 Industrial sector risk remains elevated in higher-risk environments such as food production, agriculture, and manufacturing. PeopleIN therefore requires all clients to pass stringent pre-engagement credit checks, WHS assessments, and entitlement compliance verification.
- 2 Regular worker consultation is a core safeguard. Dedicated account and on-site managers maintain direct contact with on-hire workers. This is supplemented by a 24/7 support line and confidential reporting for any staff member wishing to make a confidential or anonymous report of any concerns.
- 3 Twice-yearly internal pay audits are conducted across all brands to ensure award and legislative compliance.
- 4 Clients must comply with PeopleIN's modern slavery requirements. This includes including providing supply chain audit results on request. Workers are withdrawn from any site presenting an unacceptable risk.
- 5 Clients actively collaborate with PeopleIN to improve worker safety, visibility, and information sharing.
- 6 Visa and work-rights checks are rigorously completed across all brands to ensure workers have lawful working entitlements.
- 7 The treatment of visa workers is closely monitored to ensure ongoing compliance with labour laws, working conditions and entitlements.
- 8 Building internal capability is a key priority and managers undertake continuous training on risk identification, worker safeguarding and compliance obligations.

PEOPLEIN MODERN SLAVERY RISK PROFILE

LABOUR HIRE INDUSTRY RISK

We recognise that no part of our operations is immune to modern slavery risk. Labour hire carries inherent vulnerabilities due to varied client environments, differing management practices, limited day-to-day oversight, and the potential for non-compliance with safety, award, or entitlement obligations. PeopleIN remains fully compliant with all labour hire licensing requirements across the jurisdictions in which we operate, including adherence to all mandated audits.

The Group controls ensure a consistent and compliant approach to recruitment and onboarding, with strict processes in place to confirm that all employee pay rates comply with the NES and the relevant Awards or enterprise agreements under the Fair Work Act. Award, EA, and classification determinations are managed through a centralised team of internal IR and HR specialists who ensure accurate application of industrial instruments and ongoing compliance.

Our compliance framework includes:

- ▶ Comprehensive client due-diligence, vetting and onboarding
- ▶ Regular workplace audits and safety assessments
- ▶ Verification of legislative, industrial instrument and award compliance
- ▶ Ongoing monitoring, payroll audits and entitlement verification
- ▶ Direct wellbeing and safety contact points for workers to raise concerns

APPROVED PROVIDER UNDER THE PACIFIC AUSTRALIA LABOUR MOBILITY SCHEME

PeopleIN recognises its responsibilities under the Pacific Australia Labour Mobility Scheme (PALM scheme). The PALM scheme is an important Federal Government initiative between Australia, many of the Pacific Island nations and Timor-Leste. The PALM scheme enables Australia to share relevant opportunities in its job market with its island neighbours. This includes regional and remote sectors with high labour demand and worker shortages such as agriculture, food production and aged care. PeopleIN recognises and addresses the inherent modern slavery risks of engaging and mobilising migrant workers, in regional and remote areas and into low or unskilled roles. PeopleIN has implemented best-practice worker safety, welfare, and community support measures to ensure that these workers are safe, cared for and supported to succeed in their roles.

INTERNATIONAL LABOUR RISK

PeopleIN recruits internationally - including from Singapore and the Philippines - on behalf of clients to address skills shortages in critical sectors. Recruiting from overseas labour markets carries inherent modern slavery risks such as unethical fee practices, misinformation, visa vulnerability and exploitation by third-party agents. PeopleIN mitigates this risk through:

- ▶ Partnering only with carefully vetted overseas recruitment agencies
- ▶ Strict governance and verification processes
- ▶ Transparent communication on worker rights and entitlements

APPROACH TO MODERN SLAVERY RISK IDENTIFICATION AND MANAGEMENT

RISK AND CONTROL FRAMEWORK

During the Reporting Period, the Group implemented and strengthened a range of its risk management initiatives. These include:

- ▶ The implementation of an online confidential and anonymous reporting platform for concerns relating to modern slavery, whistle blowing or sexual harassment. This platform is monitored by a Senior Representative of PeopleIN and appropriate action plans and escalation processes have been established should a concern be raised.
- ▶ Revisions to PeopleIN's Code of Conduct, Human Rights Policy and Whistleblower policy, incorporating the new reporting platform.
- ▶ Completing a review of PeopleIN's Anti-Bribery and Corruption Policy, updating thresholds for mandatory reporting of gifts and hospitality, and undertaking associated staff training.
- ▶ Undertaking a review of the Respect at Work Framework policies and procedures to reinforce PeopleIN's zero-tolerance to harassment and bullying.
- ▶ Completing an annual supply chain modern slavery risk identification audit across all brands.
- ▶ Undertaking pre-employment health and visa checks to ensure our workers are safe to perform their duties and that they are legally able to work in the role.
- ▶ Rolling out an Immigration verification system that enables real-time work rights checks, by recruitment personnel.
- ▶ Continuously reviewing employment contracts and policies to ensure compliance with ongoing industrial relations reforms.

WHS RISK MANAGEMENT

PeopleIN recognises that strong WHS protocols play a crucial role in identifying practices that place workers at risk. In the reporting period PeopleIN has:

- ▶ Enhanced its WHS function to strengthen capability, improve operational effectiveness and ensure the business is equipped with the expertise required to uphold a safety-first approach across all divisions.
- ▶ Reviewed existing WHS reporting processes and flowcharts to improve the timeliness, accuracy, and responsiveness of information collected, supporting earlier identification of potential modern slavery risks.
- ▶ Maintained ISO45001 Occupational Health and Safety accreditation for all PeopleIN brands.
- ▶ Reviewed existing metrics and developed a new PeopleIN Stay Safe Index (SSI) – an early-indicator WHS metric designed to enhance the early detection of wellbeing or safety risks across our sites.
- ▶ Completed comprehensive psychosocial risk assessments in line with the Management of Psychosocial Hazards in the Workplace Code of Practice, strengthening our ability to identify and control factors, such as unreasonable demands or coercive behaviours, that can increase modern slavery risk.
- ▶ Further expanded the practice of contacting on-hire workers at regular intervals to check on their experience in the workplace and to provide an opportunity for the workers to raise any concerns.
- ▶ Strengthened its WHS pre-requisite onboarding compliance requirements for clients.

PALM SCHEME RISK MANAGEMENT

- ▶ Developed Key Performance Indicators that embed training and welfare responsibilities for all managers, improving oversight and accountability for worker wellbeing and supporting stronger safeguards against potential exploitation.
- ▶ Engaged a dedicated Injury Recovery Specialist to support PALM workers with non-work-related illnesses or injuries, enhancing early intervention and providing additional protection for workers who may be at greater risk of vulnerability.
- ▶ Further enhanced online training for workers on their rights at work, safety and the support available to them should they have any concerns about their experiences in the workplace.
- ▶ Optimising onboarding training for PALM scheme workers to ensure that the language used and concepts explained are accessible and understood.
- ▶ Mandating that internal employees involved in the PALM scheme undergo annual anti-bribery and corruption training to ensure that risks to workers of exploitation are identified, addressed and eliminated.
- ▶ Adopting industry leading welfare and pastoral care practices to ensure workers are integrated into their communities through community organisations, sporting teams and recreational activities. Such community participation reduces the risks of worker exploitation by expanding the number of persons that can support a worker to raise concerns.



CONTINUOUS IMPROVEMENT ► AND LOOKING AHEAD

PeopleIN acknowledges that modern slavery risks can exist within any business; however, we remain strongly committed to continuously strengthening and advancing our risk management framework and ethical sourcing practices to mitigate potential risks and work toward eliminating the possibility of modern slavery within our operations.

KEY COMMITMENT AREAS FOR FY26:

- Reinforcing supply chain oversight to ensure continued visibility - particularly across the industrial sector - to enhance monitoring, improve transparency and better identify areas requiring attention.
- Delivering organisation wide modern slavery training to deepen employee understanding of exploitation indicators, vulnerabilities of at-risk workers, and the importance of timely reporting, reinforcing a culture of awareness and proactive risk identification.
- Continually assessing the effectiveness of the controls with a particular focus on any newly acquired entities, to ensure measures that are in place are appropriate, consistent, and operating as intended.

- Strengthening partnerships with clients who demonstrate a strong commitment to responsible labour practices and compliance with ethical and legislative requirements.
- Enhancing risk identification and management processes, including more robust monitoring systems and regular audits, to ensure potential issues are detected early and appropriately mitigated across the Groups' workforce.
- Maintaining active engagement with government departments to ensure ongoing regulatory compliance and to uphold the highest standards of fairness, safety, and protection for PALM and non-PALM workers, supported by safeguards to prevent any form of modern slavery within the Group's operations.
- Undertaking a group-wide audit of client service agreements to ensure they incorporate PeopleIN's commitment to preventing modern slavery and support alignment with clients who uphold strong ethical standards and robust expectations around worker protection and fair treatment.

Through these actions, PeopleIN continues to reinforce its commitment to preventing modern slavery and supporting safe, fair, ethical employment practices across the workforce.

ENDORSEMENT

The controlled entities of the Group operate under the governance and direction of the Board of PeopleIN Limited. This Modern Slavery Statement is made for the financial year ending June 30, 2025. The Board of Directors of PeopleIN Limited have approved this statement on behalf of itself and all controlled entities operating in Australia on xxxx and will be updated annually.



Glen Richards
CHAIRMAN

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