

# People Like Us®

## Ethical Recruitment Policy

Version 1.1 · Effective: **1 July 2026** · Review: annually

### 1. Purpose

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This policy sets out how People Like Us® conducts recruitment ethically and prevents modern slavery and worker exploitation. It applies to all directors, employees and contractors of the firm, and underpins our voluntary Modern Slavery Statement.

### 2. Our commitments

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#### Employer Pays Principle

We never charge a fee to a work-seeker for finding, securing or retaining employment. All recruitment costs are borne by the engaging employer. We do not recover any cost — directly or indirectly — from a candidate.

#### Honest and transparent recruitment

- Job advertisements accurately describe the role, employer, location, pay and conditions.
- We do not make false promises about wages, hours, visa outcomes or the nature of work.
- Candidates receive clear, truthful information before accepting a placement.

#### Respect for workers' rights

- We comply with the Fair Work Act 2009 (Cth) and all applicable workplace laws.
- We never retain a worker's identity documents and never use deception, coercion or threats.
- We take particular care with visa-dependent and migrant candidates, ensuring visa status is never used as leverage.

#### Lawful engagement and pay

- Any contractor, temporary or payroll arrangement we facilitate must pay workers correctly and on time, with no sham contracting or misclassification.
- We conduct right-to-work checks lawfully and store personal data securely and only as needed.

### 3. What we expect of clients and partners

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We expect organisations we work with to provide safe, lawful working conditions and to reject forced labour, child labour and human trafficking. Where we have reasonable concerns about a client's practices, we will raise them and, if unresolved, may decline or cease the engagement.

## 4. Raising concerns

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Anyone — candidate, worker, employee, client or supplier — can raise a concern about a breach of this policy confidentially via **hello@peoplelikeus.au**. Concerns can be raised anonymously, and we will not tolerate retaliation against any person who raises a genuine concern.

## 5. Responsibility and review

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This policy is owned by **Nicol Matheson, Managing Director**, who is responsible for its implementation and annual review. Breaches by staff may result in disciplinary action.