

People Like Us®

Voluntary Modern Slavery Statement

Reporting period: Financial Year 1 July 2026 to 1 June 2027.

This is a voluntary statement made by Matheson Holdings Pty Ltd (ABN 69 614 573 438) trading as People Like Us®. It is not required under the *Modern Slavery Act 2018* (Cth), as the entity does not meet the AUD \$100 million consolidated revenue reporting threshold. We publish it voluntarily because we believe ethical recruitment is core to our business, and because our clients and candidates expect transparency about how we identify and address modern slavery risk.

1. About this statement and the reporting entity

This statement is made by Matheson Holdings Pty Ltd (ABN 69 614 573 438) trading as People Like Us® (“we”, “us”, “the firm”). Our registered office is at Suite 2, 50 Regent Street, New Lambton, Newcastle NSW 2305 AUSTRALIA.

It covers the financial year 1 July 2026 to 1 June 2027 and describes the actions we have taken to assess and address the risk of modern slavery in our operations and supply chains. It addresses each of the mandatory reporting criteria in section 16 of the *Modern Slavery Act 2018* (Cth), so that it can be lodged on the Australian Government’s Modern Slavery Statements Register as a voluntary statement.

2. Our structure, operations and supply chains

Structure

People Like Us® is a privately owned recruitment and executive search firm based in Newcastle and the Hunter Valley, New South Wales. We have 2 employees and no controlled entities.

Operations

We specialise in the placement of technology professionals within the financial services sector, with a broader generalist recruitment capability. Our work involves sourcing, screening, interviewing and placing candidates into permanent roles, and, where engaged to do so, supporting contract and temporary placements. Our activities are office-based and located in Australia.

Supply chains

Our supply chains fall into two broad categories:

- **Operational suppliers** — job boards, applicant tracking and candidate-sourcing platforms, background-screening and reference-check providers, skills-assessment tools, IT hardware and software, telecommunications, marketing, print and design services, professional and financial services, and office facilities including any cleaning, security and consumables.

- **Placement supply chain** — the candidates we place with client organisations, and, for any contract or temporary placements, the payroll, contractor-management or labour-supply arrangements used to engage and pay those workers.

3. Modern slavery risks in our operations and supply chains

We recognise that recruitment and labour placement is identified internationally as a sector with elevated modern slavery risk, because intermediaries sit between workers and the businesses that engage them. While the placement of professional technology and finance staff carries lower inherent risk than, for example, low-skilled or seasonal labour hire, we do not treat our risk as negligible. We have identified the following areas of potential risk:

Recruitment-specific risks

- Recruitment fees being charged to candidates, or costs being shifted onto workers (debt bondage risk).
- Deceptive or misleading recruitment, including job advertisements that misrepresent pay, conditions or the nature of a role.
- Exploitation of visa-dependent or migrant workers, where sponsorship or visa status can create unequal bargaining power.
- Wage underpayment, sham contracting or misclassification within any contractor or temporary-placement arrangements.
- Working conditions at client sites, over which we have visibility but not direct control once a candidate is placed.

Supply-chain risks

- Manufacture of IT hardware and electronics, a globally recognised high-risk category for forced labour in upstream supply chains.
- Outsourced cleaning, facilities and security services, which can involve vulnerable and lower-paid workforces.
- Limited visibility beyond our direct (tier-one) suppliers into their own supply chains.

4. Actions taken to assess and address these risks

During the reporting period we took, or have committed to take, the following actions:

Ethical recruitment commitments

- **Employer Pays Principle.** We never charge work-seekers a fee to be placed in employment. The cost of recruitment is borne by the engaging employer, consistent with the Employer Pays Principle.
- Honest advertising — job advertisements accurately describe the role, remuneration and conditions.
- Right-to-work and identity checks are completed for placements, with care taken not to misuse a candidate's visa status.

Policies and governance

- An **Ethical Recruitment / Modern Slavery Policy** setting out our expectations and prohibited practices.
- A **Supplier Code of Conduct** requiring suppliers to comply with applicable labour laws and to reject forced labour, child labour and human trafficking.
- Modern slavery and ethical-conduct clauses included in supplier and client contracts where appropriate.

Due diligence

- Risk-based screening of new and existing suppliers, with closer scrutiny of higher-risk categories (IT hardware, cleaning, any labour-supply or payroll partners).
- Due diligence on any third party engaged to payroll or manage contractors, to confirm workers are paid lawfully and on time.

Training and reporting

- Awareness training for our staff so they can recognise and escalate indicators of modern slavery.
- A confidential grievance and whistleblower channel through which candidates, workers, staff and suppliers can raise concerns without fear of reprisal.

5. How we assess the effectiveness of our actions

We measure the effectiveness of these actions using indicators including:

- The proportion of relevant suppliers screened for modern slavery risk.
- Coverage of modern slavery clauses across new supplier and client contracts.
- The number of concerns raised through our grievance channel and how they were resolved.
- Completion rates for staff awareness training.
- Confirmation that no candidate was charged a placement fee during the period.

We will review these indicators annually and refine our approach as our understanding of modern slavery risk matures.

6. Consultation with controlled entities

People Like Us® has no controlled entities, so consultation with controlled entities is not applicable to this statement.

7. Approval

This voluntary statement was approved by the principal governing body of People Like Us® and is signed by a responsible member of that body.

Signature:



Name: Nicol Matheson

Title: Managing Director

Date: 12 June 2026