



MODERN SLAVERY STATEMENT

Date : 19 July 2024
Document No. : i24s-POL-023-1



CONTENTS

1	PURPOSE	2
2	INTRODUCTION	2
3	SCOPE	2
4	RISKS	2
5	APPROACH	3
6	ASSOCIATED POLICIES AND PROCEDURES	3
7	ACTIONS	3
8	PERFORMANCE INDICATORS	4
9	GOVERNANCE	4

Document Control					
Version	Reason for Issue	Date	Prepared	Reviewed	Approved
A	Risk Management (Governance and Compliance)	15/2/2023	Anton Pickett, (Operations Manager, Civil & Construction)	Justin Kickett (Executive Director)	Angela Kickett (Executive Director)
1	Review	19/7/2024	Anton Pickett, (Operations Manager, Civil & Construction)	Justin Kickett (Executive Director)	Angela Kickett (Executive Director)

Any person(s) using i24s Group Pty Ltd's (i24s) documents or data accepts the risks of:

- using the documents or data in electronic form without requesting and checking them for accuracy against the original hard copy version; and
- using the documents or data for any purpose not agreed to in writing by i24s.

1 PURPOSE

i24s Group Pty Ltd (“i24s”) (“the Group”) (ABN 74 650 861 402), is a 100 per cent owned and operated Aboriginal business. The Group is a leading provider of talent pipeline/workforce solutions, industrial equipment hire and goods, and outreach and advocacy services, for the Mining, Resources, Energy, Infrastructure and Property sectors.

i24s rejects all forms of exploitation that violate a person's human rights.

The Modern Slavery Act 2018 (Cth) (“Act”) defines Modern Slavery as human trafficking, slavery and slavery-like offences pursuant to Divisions 270 and 271 of the Criminal Code Act 1995 (Cth), inside or outside of Australia.

This **Modern Slavery Statement** (“Statement”) is provided in satisfaction of the requirements the Act and the governance of this Statement is overseen by the Group’s Co-Founders and Officers/Executive Directors, Angela and Justin Kickett.

2 INTRODUCTION

i24s developed this Statement to help to provide an inclusive, healthy and safe workplace for employees, clients, sub-contractors and visitors. This Statement requires employees, sub-contractors and other parties undertaking work for the Group, to do so in accordance with the Act.

This Statement describes the risk of Modern Slavery in our own operations and our supply chain, actions taken by i24s to assess and address the risks, as well as to evaluate the effectiveness of these measures.

i24s acknowledges its responsibilities in safeguarding human rights through ethical and sustainable business practices in accordance with the United Nations’ (UNs) Guiding Principles on Business and Human Rights and applicable local laws.

The term ‘Modern Slavery’ as used in this Statement refers to slavery, servitude, debt bondage, human trafficking and forced labour. The Group has a zero-tolerance approach to any form of Modern Slavery, and we are committed to:

- acting ethically with integrity and transparency in all business dealings; and
- having effective systems and controls in place to minimise the risks of any form of Modern Slavery taking place within the business or our supply chains.

3 SCOPE

This Policy applies to employees, sub-contractors and other parties undertaking work for the Group. When the following terms are referenced herein, “we”, “our” or “us”, we are referring to everyone at i24s. The scope of this Statement applies to all workplaces which are under the Group’s control.

4 RISKS

With no operations of its own and good visibility of supply chain partners’ conduct, i24s is at low risk of causing Modern Slavery.

The risk of the i24s’ workforce being exploited is low, specifically, as employee’ rights are respected, employees are also free to refuse or cease work, and all workplaces are safe and regulated in accordance with the respective jurisdictional laws.

Businesses within i24s' supply chain are located in Australia and are subject to the same laws as the Group.

5 APPROACH

The Group also complies with its client's policies as well, in relation to Modern Slavery in all contractual relationships.

i24s' expects the parties which are outlined in the section entitled, Scope, to comply with this Statement and to also comply with our client's Modern Slavery policies.

Any breaches of our client's or other third-party agreements under this Statement are referred to the Group's Co-Founders and Officers/Executive Directors, Angela and Justin Kickett, for investigation and potential remediation actions.

6 ASSOCIATED POLICIES AND PROCEDURES

Numerous internal policies and procedures have been established and implemented, including annual training, to ensure that we are addressing the potential risks of Modern Slavery within our supply chain and conducting business in an ethical and transparent manner. These include:

- Anti-bribery and corruption policy and practices.
- Talent acquisition and retention policies and practices. We operate a robust recruitment process, including conducting eligibility to work checks for all employees to safeguard against human trafficking or individuals forced to work against their will. Recruitment is typically conducted directly.
- Code of Conduct. All employees can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals. Our Whistleblower Policy has a dedicated hotline to raise anonymous complaints about unethical conduct.
- Business Partner Code of Conduct. This Code outlines the way we behave as an organisation and how we expect our employees and suppliers to act, including identification of possible Modern Slavery risks. Our employees are required to undertake annual code of business conduct training.
- Grievance and Dispute Resolution and Whistleblower policies allow concerns to be raised, identified, and addressed.
- Subconsultant Management Procedure. This procedure describes the process on how we identify, appoint and manage our supply chain partners, and includes ensuring suppliers like subconsultants comply with Modern Slavery laws.

7 ACTIONS

To implement this Statement, the Group undertakes the following actions.

- Questions parties within scope about any potential Modern Slavery risks prior to being engaged.
- Enters transparent and formal contracts with suppliers, rather than utilising informal arrangements.
- Requests that suppliers comply with Modern Slavery laws and cascade their legal obligations through their supply chains.

- Provides training if necessary to employees about the Act.
- Monitors compliance with the Act within the Group's business and internal systems, processes, and reporting requirements.
- If suspected breaches of this Statement are identified, investigate and potentially terminate commercial relationships if the breach is not rectified satisfactorily.

8 PERFORMANCE INDICATORS

i24s is committed to continuous improvement of its Modern Slavery Statement and practices and assessment of its Modern Slavery risks.

The Group will assess the effectiveness of the Statement through:

- Modern Slavery reviews of, or notifications from within, its supply chain;
- Whistleblowers;
- internal reviews of the Group's business operations; and
- public or legal enforcement agencies which indicate Modern Slavery practices have been identified.

9 GOVERNANCE

The governance of this Code is overseen by the Group's Co-Founders and Officers/Executive Directors, Angela and Justin Kickett. For further information about this Code and/or other health, safety, environmental or quality management matters, please contact i24s on +61 8 9209 2090 or admin@i24s.com.au

Angela Kickett

Justin Kickett

Angela Kickett

Justin Kickett

Co-Founder/Executive Director

Co-Founder/Executive Director

