

G4S AUSTRALIA
**2023 Modern
Slavery
Statement**



An ALLIED UNIVERSAL Company





CONTENTS

Message from our Managing Director	3
Introduction	4
About G4S	4
Supply Chain Overview	6
Understanding the Risks of Modern Slavery in the G4S Business and Supply Chain	6
Managing Modern Slavery Risks in the Supply Chain	7
G4S Policy Framework Supporting Modern Slavery Compliance	9
Additional Actions Undertaken	10
Assessing the Effectiveness of Activities	10



Acknowledgement of Country

G4S Australia would like to respectfully acknowledge the Traditional Owners and Custodians of country throughout Australia and their connection to land, sea and community. We pay our respects to them, their cultures and to their Elders past, present and emerging.

About this Statement

This statement is prepared in accordance with the Australian *Modern Slavery Act 2018* (Cth) and sets out the approach of G4S Australia Holdings Pty Ltd and its relevant subsidiaries, G4S Custodial Services Pty Ltd and G4S Integrated Services Pty Ltd (together referred to as G4S Australia), to identify and address modern slavery risks in its operations and supply chain for the financial year ending 31 December 2023. The Reporting Entity is collectively referred to in this Statement as “G4S Australia”, “we” or “us” or “our”).



MESSAGE FROM OUR MANAGING DIRECTOR

As a global company operating in over 100 countries, and locally across Australia and New Zealand, we have an important role to play in helping to address and prevent modern slavery. This report, in line with Australian modern slavery reporting legislation, highlights how we are identifying and addressing modern slavery risks throughout our business and our supply chains.

Our purpose of “serving and safeguarding customers, communities, and people around the world” speaks directly to our obligations to delivering ethical practices throughout our operations and supply chain. Respecting the human rights of those most vulnerable is an integral part of this objective and fall in line with our core values - integrity, reliability, and care.

We’re strengthening internal risk assessment and impact evaluation processes. We are also increasing our focus on educating our workforce – our people are the first line of defence in helping identify and address risks.

Externally, we are working with business partners, peers and others to share knowledge and help build capability to manage modern slavery and other labour exploitation risks. This will continue in 2024 and beyond.

This report is an important opportunity to reflect on our efforts to respect human rights, share our progress and learnings, and recognise where challenges persist and what we can do better.

A handwritten signature in black ink, appearing to read 'Rebecca Power', with a stylized flourish at the end.

Rebecca Power
Managing Director
G4S Australia and New Zealand

JOINT STATEMENT

In accordance with section 14 of the Modern Slavery Act 2018 (Cth), this is a joint statement covering G4S Australia Holdings Pty Ltd (ACN 128 783 602) and its subsidiary companies G4S Custodial Services Pty Ltd (ACN 050 069 255) and G4S Integrated Services Pty Ltd (ACN 618 871 266).

G4S Australia's registered office is Level 4, 612-616 St Kilda Road, Melbourne, Victoria, 3004.

INTRODUCTION

As a business that protects people and enables them to enjoy their rights and freedoms, G4S Australia recognises that we must continue our efforts to ensure we do not enable human rights violations, whether through our services, our customers, our suppliers or through the unfair or inappropriate treatment of our employees and others in our care. We have a duty to ensure that, either through our business or supply chain, we do not risk violating an individual's human rights by supporting or facilitating situations of modern slavery or serious exploitation where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom.

At G4S Australia, we are committed to the respect of human rights and the continued development of our ethical and sustainable business model.

ABOUT G4S

G4S Australia provides a broad range of security and custodial services in Australia to safeguard the welfare and prosperity of Australians, helping to create safer and better environments in which people live and work. It does this through a workforce of approximately 2,100 directly employed people who work across its operations located around Australia as well as head office located in Melbourne. Our operations also include sub-contractors and labour-hire resources that support our business with ongoing labour or the provision of services in G4S Australia's facilities.

Services

We support government and law enforcement agencies to mitigate the impact of crime on resources, infrastructure and the economy through the management of correctional and custodial facilities as well as provision of electronic monitoring, prisoner transport and offender rehabilitation services. Our expertise in corporate risk, technology-enabled security and critical asset protection helps Governments, business, judiciary and community services operate with peace of mind and efficiency.

G4S Australia provides:

Prisons

- ▶ Full operational management and maintenance of Mount Gambier Prison in South Australia and Port Phillip Prison in Victoria.

Justice and Enforcement

- ▶ Prisoner transport and escort services on behalf of corrections, police, social services and forensic health agencies in Victoria.
- ▶ Management of court located custody facilities in Victoria
- ▶ Electronic monitoring of offenders released into the community on home detention, bail or parole.
- ▶ Mobile speed camera enforcement in New South Wales

Courts and Community

- ▶ Security services at Long Bay Forensic Hospital in New South Wales and at Parkville Youth Justice Centre in Victoria.
- ▶ Critical on-site security at courts across metropolitan and regional Victoria and the District Court in Western Australia.

Security

- ▶ Corporate guarding services to ensure the safety and protection of people, premises, and assets, including critical infrastructure and data centres.

¹ The *Modern Slavery Act 2018 (Cth)* defines modern slavery as including eight types of serious exploitation: trafficking in persons; slavery; servitude; forced marriage; forced labour; debt bondage; deceptive recruiting for labour or services; and the worst forms of child labour. The worst forms of child labour refer to situations where children are subjected to slavery or similar practices, used in illegal activity, or engaged in work that is harmful to their health, safety, physical or mental development.

OUR OWNERSHIP STRUCTURE

G4S Australia is ultimately owned and is part of Allied Universal®, a leading security and facility services company, which is headquartered in the United States. With operations across more than 100 countries, Allied Universal has more than 7150,000 employees around the globe.. Allied Universal acquired G4S Australia In April 2021 as part of its acquisition of G4S Limited (previously listed on the UK and Danish stock exchanges) with the companies harmonizing the policies and procedures of both organisations – sharing experiences and adopting the best from both cultures.

As part of the international operations (which continue to be branded G4S) of the Allied Universal Group, G4S Australia is managed by G4S Limited which is headquartered in the United Kingdom.

Allied Universal is committed to fulfilling its responsibilities on human rights across all its companies around the world by applying the United Nations Guiding Principles on Business and Human Rights (2011).

Further information about Allied Universal and G4S can be found at www.aus.com and www.g4s.com.

Relevant G4S Entities in Australia

G4S Australia Holdings Pty Ltd operates directly through G4S Custodial Services Pty Ltd and G4S Integrated Services Pty Ltd as a group of Australian companies.

As these entities have common legal, finance, human resources and procurement functions and all operate in accordance with G4S Australia's standards, process and controls, no separate consultation was required in relation to those entities when preparing this Statement.

Supplier Category	Spend %
Health	40%
Catering	12%
Facilities Management	11%
Learning and Development	7%
IT and Telecommunications	5%
Fleet	4%
Utilities	2%
Office Supplies / Uniforms / PPE	2%
Prisoner Support Services	2%
Subcontracted Security Services	2%
Professional Services	2%
Other*	10%

* includes 15 lower-spend categories, such as: Travel and Accommodation, Human Resource Support, Building Materials, Cleaning Services, etc.





SUPPLY CHAIN OVERVIEW

Suppliers are a critical part of what G4S Australia delivers to its customers and those in its care. As a result, it is essential that G4S partners with the best and most ethical companies and organisations.

G4S has engaged 672 registered suppliers from four countries with 99.9 per cent of the supplier spend from Australian suppliers. All of the International suppliers G4S engaged provide software services.

The key areas of direct procurement for G4S Australia's supply chain include health services, catering, facilities management, learning and development, and IT and Telecommunications as shown in the accompanying table.

G4S Australia is contracted with its largest and critical suppliers on a long-term basis to ensure G4S Australia fulfills its obligations to serving its customers.

Supplier Category	Spend %
Health	40%
Catering	12%
Facilities Management	11%
Learning and Development	7%
IT and Telecommunications	5%
Fleet	4%
Utilities	2%
Office Supplies / Uniforms / PPE	2%
Prisoner Support Services	2%
Subcontracted Security Services	2%
Professional Services	2%
Other*	10%

* includes 15 lower-spend categories, such as: Travel and Accommodation, Human Resource Support, Building Materials, Cleaning Services, etc.

UNDERSTANDING THE RISKS OF MODERN SLAVERY IN THE G4S BUSINESS AND SUPPLY CHAIN

G4S understands that our domestically focused supply chain does not preclude us from modern slavery practices which may exist in deeper levels of our supply chain (our supplier's supplier's), which we do not have visibility over.

Through the supply chain process outlined in this Statement, G4S Australia aims to identify and address modern slavery risks. This process has identified the following key categories of procurement spend with a high-risk of modern slavery prevalence:

1. Textiles (Eg. Uniforms)
2. Non-Technical Facilities Management (Eg. Cleaning and Janitorial Services)

MANAGING MODERN SLAVERY RISKS IN THE SUPPLY CHAIN

Commitment And Approach

Everyone at G4S is expected to respect and protect the human rights of the company's employees, the people in our care, those who supply G4S, and those that live and work in the communities in which we operate.

G4S Australia strictly prohibits modern slavery and is committed to identifying and dealing with any instances in the company's supply chain. We accept this is a shared responsibility also requiring our suppliers to operate in an ethical way and to respect international human rights standards.

Our Supplier Code of Conduct sets out G4S Australia's requirements and expectations with respect to key areas of responsible procurement, including the prevention of modern slavery and human rights violations.

We are committed to the continual improvement of our systems and controls to help limit the risk that modern slavery and other human rights violations occur in any of our business operations or supply chains.

Our Corporate Governance Framework

As part of our established Governance protocol, each of the G4S Australia entities are overseen by a Board of Directors with direct responsibility for the relevant reporting entities. The Allied Universal Parent Group Board is also responsible for overseeing G4S. The G4S Australia Procurement team is responsible for operational management of the Sustainable Procurement Program. During FY22, each relevant group board and the G4S Australia Executive Committee received regular progress updates on the Program.





Supply Chain Processes

G4S Australia recognises the challenge in identifying modern slavery and human trafficking risks or practices and understand that no organisation can be complacent nor have complete certainty that it is not present within its organisation or supply chain.

The sourcing of goods and services by G4S Australia is conducted in a fair and equitable basis on a variety of criteria, not limited to price. G4S Australia does not employ undue pressure or restrictions on suppliers that would lead to unsustainable costs.

We follow a consistent approach developed by the Allied Universal Group which was developed for implementation in higher risk jurisdictions. This commences with communicating our Supplier Code of Conduct which sets out G4S's requirements and expectations with respect to key areas of responsible procurement, including the prevention of modern slavery and human rights violations.

As a minimum, all suppliers to G4S are expected to agree to and comply with the principles set out in the Supplier Code of Conduct or to commit to a clear timeline for full implementation within their own organisation, and their associated suppliers and subcontractors.

To help ensure that these principles are met, we engage with suppliers, particularly those categorised as potentially high-risk with regard to modern slavery. G4S Australia (as part of the broader Allied Universal Group) has partnered with EcoVadis, a leading sustainability rating agency, to help us ensure that our suppliers in high-risk categories meet the ethical standards set out in our Supplier Code of Conduct. This program requires in-scope suppliers to complete an assessment tailored to their industry, size and location. The assessment covers 21 criteria across the four sustainability themes of environment, labour and human rights, ethics, and sustainable procurement.

The supplier's responses are analysed by EcoVadis, which provides both the supplier and G4S Australia with a detailed report setting out the supplier's sustainability performance. Where their performance does not meet the required levels, a corrective action plan must be submitted to G4S Australia to address any issues raised.

We work with those that have not achieved a satisfactory rating, or who declined to take part in the program, to address any shortfalls or encourage participation. Any in-scope supplier that fails to fully engage with the program will be excluded from our supplier database as a result.

In the 2023 period, there was a single in-scope supplier from a high-risk category which did not meet the minimum requirements for the Labor and Human Rights section of the assessment. G4S are in the process of transitioning supply to an alternative provider. In addition, there was a in-scope supplier from a high-risk category which declined to participate in the assessment program - we are working with this supplier to provide a substitute assessment. G4S Australia continues to add new precedent contracts that reserve the right to audit any of our suppliers and their subcontractors as part of any new contract of supply to confirm that the requirements set out in the Supplier Code of Conduct are in force.

In addition, G4S Australia plans to:

- ▶ revise its Supply Chain Social Principles guidance and due-diligence toolkit to help the procurement teams provide clarity to suppliers on the social standards expected of them;
- ▶ deliver modern slavery training sessions to relevant G4S Australia staff; and
- ▶ educate colleagues about modern slavery in the supply chain and G4S Australia's commitments.

Employment Labour Risk

Subcontractors engaged to provide services within Australia must declare that they engage employees in accordance with the relevant industrial instrument and applicable Australian employment laws. Compliance with the declaration will be monitored as the employees engaged by these businesses operate on our sites and work alongside our people.

Education and leadership

G4S Australia continues to explore best practice through attendance at presentations by legal and consulting firms on modern slavery statements.

Specific Modern Slavery education modules prepared by third parties have been trialled with key G4S Australia leaders. G4S Australia will assess the outcome of the trials ahead of rolling out specific training.

The G4S Australia Modern Slavery working group (comprised of representatives from the human resources, legal and procurement teams) will continue to meet and provide leadership and guidance on Modern Slavery matters, championing future improvement opportunities as well as evaluating the effectiveness of actions taken by G4S Australia.

G4S POLICY FRAMEWORK SUPPORTING MODERN SLAVERY COMPLIANCE

G4S Australia has a comprehensive set of policies to support the processes and commitments outlined in this Statement which relate to the prevention of modern slavery. These policies include:

Business Ethics Code

Our [Business Ethics Code](#), sets out in detail how the G4S Australia values and standards should be applied in order to always do business in the right way. Following a comprehensive review, the new Code was launched early in 2021. Supported by mandatory training programs for all employees, the Code has been designed to be inclusive and accessible to all and relevant at every stage of the employee lifecycle.

The Code, and its accompanying training package, include specific references to human rights matters, including modern slavery and human trafficking.

Human Rights Due Diligence Framework

The G4S Human Rights Due Diligence Framework (the framework) has been developed as a support tool for G4S managers against which they can assess the human rights risks in relation to their area of the business as well as provide further guidance in terms of additional G4S policies and standards which relate to specific human rights risks.

Each section points out the key issues to consider, the various human rights which are related to those issues and the relevant external human rights standards on which the G4S policy and guidance have been developed. There is also an overview of the key due diligence questions which are addressed by G4S managers and any additional helpful G4S guidance or policies.

The framework is supported in conjunction with the G4S Human Rights Policy and G4S Human Rights Guidance documents.

Human Rights Policy

The [G4S Human Rights Policy](#) and [Guidelines](#), which were refreshed in early 2021, apply to all the International businesses, and define G4S Australia's commitment to the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights and the ILO's Declaration on the Fundamental Rights at Work. They set our approach to human rights, including the responsibility of our management with regard to ongoing risk assessment, regular thematic audit and compliance monitoring.

Whistleblowing Policy

Our [Whistleblowing Policy](#), explains that every G4S Australia colleague has a responsibility to ensure that we uphold our core values, adhere to the law and deliver against the important commitments we set ourselves, including those in our Business Ethics Code, Human Rights Policy, Supplier Code of Conduct and Human Resources Core Standards.

If colleagues have any concerns that our standards are not being met, they are encouraged to use Speak Out (g4s-speakout.com), our global whistleblowing service, to report them.

Speak Out can be used in confidence, in multiple languages, at any time of the day or night, by any employee, former employee or other third party such as people we work with.

ASSESSING THE EFFECTIVENESS OF ACTIVITIES

G4S has not identified any modern slavery issues during the reporting period based on the processes used in the procurement processes and the organisation's robust frameworks.

A key tool in assessing the ongoing effectiveness of the actions taken by G4S in relation to modern slavery risks is the established confidential complaint and grievance mechanism available to employees, suppliers and others which allows individuals to voice concerns without retribution. G4S will continue to monitor any reports related to modern slavery and human rights noting that no reports relating to modern slavery were made during the reporting period.

This 2023 Modern Slavery Statement was approved by the Board of Directors of G4S Australia Holdings Pty Ltd, G4S Custodial Services Pty Ltd and G4S Integrated Services Pty Ltd on 7 June 2024 in accordance with the requirements of the *Modern Slavery Act 2018* (Cth).



Rebecca Power
Managing Director
G4S Australia Holdings Pty Ltd,
G4S Custodial Services Pty Ltd and
G4S Integrated Services Pty Ltd

