

## INTRODUCTION

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are committed to improving our practices to combat slavery and human trafficking.

**This statement is made pursuant to section 24(2) of the Modern Slavery Act 2018 and constitutes our Group's slavery and human trafficking statement for the financial year ending 2020/2021.**

## ORGANISATIONAL STRUCTURE

We are a provider of Commercial/Industrial/Government Cleaning in the Facility Services Industry.

Menzies employs over 2,000 employees today with operations across all major Australian cities and regional centers and have been operating since 1969.

Menzies provides end to end property management solutions to major government and private sector clients. Services include:

- Contract cleaning
- Property and specialist maintenance services
- Security services
- Manpower and labour hire and
- Waste and environmental management services.

Menzies offers the flexibility and innovation that only a family business can provide. Servicing private and Government sectors, Menzies is dedicated to customer service and committed to expansion throughout Australia.

Menzies continues to evolve and expand in new markets through innovation and continuous improvement, measured against benchmarks for quality, safety & risk management, customer satisfaction and environmental sustainability.

Menzies provides end-to-end property management solutions Australia-wide and is flexible to meet customer needs.

While the Menzies Group is ultimately overarched by the employing entity Menzies International [Aust] Pty Ltd, the following entities make up the 'Menzies Group':

Employer	ABN
Menzies Property Services Pty. Ltd.	99 005 585 197
Executive Payroll Systems Pty Ltd	37 068 266 375
Allcorp Property Services Pty. Ltd.	41 003 194 189
Executive Payroll Commercial Pty Ltd	16 077 858 765
Menzies International (Aust) Pty Ltd	44 004 967 757
Allcorp Services (Queensland) Pty Ltd	62 010 879 580
Allcorp Riverina Pty Ltd	92 080 548 625
Enterprise Contractor Services (Vic) Pty Ltd	91 083 159 693
Industrial Contractor Services (Vic) Pty Ltd	83 083 159 657
Industrial & Infrastructure Services (Vic) Pty Ltd	66 083 159 586
Executive Payroll Systems Pty Ltd	37 068 266 375

Menzies has a National annual turnover greater than \$75,000,000.

## OUR SUPPLY CHAINS

The equipment purchased through our supply chain includes [but is not limited to]:

- Cleaning Chemicals
- Company Vehicles
- Stationary
- Information Technology Equipment
- Cleaning Equipment:
  - Vacuum cleaners
  - Floor polishers [both push and ride on]
  - Mop & Buckets
  - Electrical i.e.: power cords, adaptors, RCD's
- Consumables:
  - Toilet paper
  - Hand towel
  - Hand soap

With every new financial year, Menzies will be carrying out a supply chain mapping process and risk assessment in respect of our supply chain which will include obtaining statements of compliance with evidence against the Modern Slavery Act.

## OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

In light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free we have reviewed our workplace policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues.

Our workplace policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

- [Corporate Social Responsibility Policy](#)
- [ETI - Ethical Trading Initiative](#)
- [Code of Conduct Policy](#)
- [Anti-Bribery and Anti-Corruption Policy](#)
- [Procurement Policy](#)

## DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

## SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance program.

Menzies already has the following items in place to ensure ongoing compliance against the Act which includes but is not limited to:

- Legally written and reviewed subcontractor/supplier agreements which include compliance to anti-slavery requirements
- Subcontractor Management System
- Monthly, Quarterly and Yearly subcontractor/supplier audits which take place

Additionally, Menzies will frequently review all current agreements and processes for dealing with subcontractors and suppliers to ensure ongoing compliance to anti-slavery measures.

We have a dedicated compliance team, which consists of involvement from the following departments:

- Human Resources
- HSEQ and Compliance
- Sales
- Finance & Administration

## TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide intend to provide training to our staff. We also require will require] our business partners to provide training to their staff and suppliers and providers.

## FURTHER STEPS

Following a review of the effectiveness of the steps we have taken this year to ensure that here is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

- Enhance our Group supplier agreements to better capture our commitment to managing human rights/modern slavery risks;
- Improve relevant Group policies to include specific references to modern slavery;
- Enhance due diligence processes for supplier selection and screening to include consideration of modern slavery risk;
- Incorporate human rights / modern slavery awareness training to all Menzies employees;
- Ensure any potential or actual concerns or issues are managed in accordance with our Corrective Action Policy and procedures;
- Commence a review of first-tier suppliers assessed as having an elevated risk; and
- Develop a set of key performance indicators to identify and measure how effective we have been in ensuring that modern slavery and human trafficking is not taking place across our business or supply chains.

Authorised by:



**Greg Springall**  
**CHIEF EXECUTIVE OFFICER**

Translation can be arranged through your Branch Office for staff with this need.

- **Spanish Translation:** Por intermedio de la Oficina Regional se puede organizar traducción el personal que la necesite.
- **French Translation:** traduction peuvent être organisés par le Bureau régional pour le personnel avec ce besoin
- **Italian Translation:** Una traduzione potrà essere eseguita attraverso l'ufficio regionale per il personale che dovesse averne bisogno.
- **Serbian Translation:** Превод се може организовати преко Регионалне канцеларије за особље коме је потребно.
- **Croatian Translation:** Prijevod se može organizirati preko Regionalnog ureda za osoblje kome treba.
- **Greek Translation:** Μετάφραση μπορεί να κανονισθεί μέσω του Περιφερειακού Γραφείου για προσωπικό που έχει αυτή την ανάγκη.
- **Macedonian Translation:** Превод на текстови може да се организира преку Регионалната канцеларија за персоналот кој има таква потреба.
- **Russian Translation:** Перевод может быть организовано через региональное отделение для сотрудников с этим необходимо
- **Finnish Translation:** käännös voidaan järjestää aluetoimiston henkilöstön tämän tarpeen
- **Thai Translation:** ภาษาอังกฤษ Regional Office ภาษาอังกฤษ
- **Arabic Translation:** مع هذه الحاجة كميون ترجمة متي هينترتا من لاخل تكملاب بلقلامي للموظفين
- **Persian Translation:** مېظتننار دېشاپ زاینن یا نادنمراکای ارار یا مھقطلم رنقد ق برط زا دناوتی مھمجرت
- **Turkish Translation:** Çeviri Bölge Müdürlüğü personeli için aracılarıyla bu ihtiyacı ile ayarlanabilir
- **Filipino Translation:** pagsasalin Maaari Maging hagdan pamamagitan ng Regional Office para sa mga tauhan na ito kailangan
- **Indonesian Translation:** terjemahan Bisa Diatur Melalui Kantor Wilayah untuk staf dengan kebutuhan ini
- **Malay Translation:** penterjemahan Bisa Dikawal Melalui Pejabat Wilayah untuk kakitangan dengan keperluan ini
- **Swahili Translation:** Tafsiri unaweza ukapangwa kupitia Ofisi ya Mkoa kwa ajili ya wafanyakazi na hitaji hili
- **Afrikaans Translation:** Hÿ bÿ trÿ cÿ thÿ djch qua Vÿn phông Khu vÿc nhÿn viÿn cÿ nhu cÿu nÿy
- **Vietnamese Translation:** Hÿ bÿ trÿ cÿ thÿ djch qua Vÿn phông Khu vÿc nhÿn viÿn cÿ nhu cÿu nÿy
- **Japanese Translation:** hon'yaku wa , chiiki jimusho no sutaffu wotsujite, kono hitsuyō sei ni haichi suru koto ga deki masu
- **Chinese Translation (Traditional):** fàn yì kě yì ān pái tōng guò qū yù bàn shì chǔ de gōng zuò rén yuán, zhè fāng miàn de xū yào
- **Chinese Translation (Simplified):** kě yì ān pái fān yì tōng guò qū yù bàn shì chǔ de gōng zuò rén yuán yǔ c