

MODERN SLAVERY & HUMAN RIGHTS COMPLIANCE STATEMENT



A. The Menzies Group of Companies, its structure, its operations and its supply chain

- Menzies is an Australian company which is a leading supplier of cleaning and security services, building maintenance services as well as art auctions and art conservation.
- The business has its Head Office in Malvern, Victoria.
- The business directly employs over 2,500 permanent employees across Australia most of whom are covered by the *Cleaning Services Modern Award 2020*
- The company has self-audited its direct employment arrangements for its cleaning, security and art workforce and confirms that all aspects of those operations insofar as Menzies employees are concerned are fully compliant with the company Human Rights Policy Statement (referred to below) and the Modern Slavery Act 2018.
- The domestic supply chain of the business is made up as follows:
 - (a) Contracts with clients and customers to deliver cleaning and security services mostly through the obtaining of contracts in an open tender context.
 - (b) To an extent Menzies engages certain subcontract suppliers of labour particularly in regional areas where skilled cleaners and security guards are difficult to source.

B. The risks faced by the business in relation to compliance with the Modern Slavery Act 2018 and the Human Rights Policy Statement of the Menzies Group of Companies

- The business does not believe that its operations face any realistic risk in regards to compliance with the Menzies Human Rights Policy Statement and the Modern Slavery Act 2018.
- The business is of the view that the main risks in relation to non-compliance could be found in certain subcontract operators in regional Australia. However, the business does not believe this risk is of any real substance as Menzies introduced a rigorous vetting system of subcontractors and now only deals with subcontractors with whom it has a proven track record of compliance.

C. The steps taken to manage risk both now and looking forward

- The business has framed and implemented a Human Rights Policy Statement a copy of which accompanies this Statement.
- While the business believes that its domestic risk profile in this context is low, it has nonetheless prepared a *Menzies Human Rights and Modern Slavery Declaration* (copy attached) to be completed and returned by all operators in the domestic supply chain including all subcontract suppliers of labour.

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D. Ongoing monitoring

- Menzies has made the *Declaration* a requirement of all its business arrangements.
- Auditing the *Declaration* is likewise the responsibility of the senior operational management team in each business location.
- Menzies believes that compliance with its Human Rights Policy Statement and the Modern Slavery Act 2018 is already part of the Menzies business fabric which means that ongoing compliance can grow at the same pace as the business expands.

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:** บริการแปล Regional Office
- **Arabic Translation:** هذه الخدمة كميون ترجمة متو هيترتا من لاخل تكملاب بلقلامي للموظفين
- **Persian Translation:** می‌تواند از طریق واحد ترجمه منطقه‌ای یا واحد ترجمه منطقه‌ای یا واحد ترجمه منطقه‌ای یا واحد ترجمه منطقه‌ای
- **Turkish Translation:** Çeviri Bölge Müdürlüğü personeli için aracılığıyla 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:** Hāy bō trí có thē djch qua Vān phōng Khu vưc nhān viēn có nhu cầu này
- **Vietnamese Translation:** Hāy bō trí có thē djch qua Vān phōng Khu vưc nhān viēn có nhu cầu này
- **Japanese Translation:** hon'yaku wa , chiiki jimusho no sutaffu wotsūjite, kono hitsuyō sei ni haichi suru koto ga deki masu
- **Chinese Translation (Traditional):** fān yì kē yì ān pái tóng guò qū yú bàn shì chǔ de gōng zuò rén yuán, zhè fāng miàn de xū yào
- **Chinese Translation (Simplified):** kē yì ān pái fān yì tóng guò qū yú bàn shì chǔ de gōng zuò rén yuán yú c