

Modern Slavery and Human Trafficking Statement for the year ending March 2025 (Australia)

**This statement is made on or about 11 August 2025,
pursuant to section 54(1) of the UK *Modern Slavery Act 2015* and constitutes the
Group's slavery and human trafficking statement for the financial year ending March 2024,
as approved by the Board of RSS Global Limited ("RSS Global") and is modified for the
purposes of the *Modern Slavery Act 2018* (Cth) and the *Modern Slavery Act 2018* (NSW).**

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1 April 2024 – 31 March 2025. This statement applies to RSS Global Limited and all its subsidiaries globally, including the following subsidiaries incorporated in Australia:

- ◆ Allied Employment Group Pty Ltd;
- ◆ Global Medics Pty Ltd;
- ◆ Litmus Workforce Solutions Pty Limited
- ◆ Medacs Healthcare Pty Ltd; and
- ◆ Medacs Healthcare Australia Pty Ltd.

RSS Global provides recruitment, labour-hire and associated services.

The statement sets down RSS Global Limited and its subsidiary companies' (the "Group") commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

The Group is a provider of staffing and recruitment services to a wide range of clients and industry sectors. As a Group we have 877 employees across the global and operate in the UK, Ireland, Australia, and New Zealand. The Group had annual turnover in the year of over £631m and has its registered office in London, the United Kingdom.

RSS Global purchases a wide range of products and services from its supply chain, including IT hardware, software and telecommunications; vehicles; office furniture, equipment and supplies; utilities; travel services; and training services.

RSS Global's Supplier Code of Conduct reflects our responsibility to act ethically and with integrity in all our business relationships, including our commitment to combating human trafficking and slavery. We believe our highest areas of potential risk are within our supply chain, and in the provision of agency labour.

In order to mitigate and manage our risk the following activities have been undertaken in the year:

- ◆ Our Modern Slavery policy has been reviewed to ensure it is still fit for purpose.
- ◆ Our Modern Slavery policy has been issued to all new employees, who have acknowledged and

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confirmed they have read and understood the same.

- ◆ All new employees are required to complete Modern Slavery training within one month of joining and existing employees should complete refresher Modern Slavery training annually, part of which includes the Modern Slavery policy.
- ◆ All employees have been advised on how they can report any concerns they may have associated with Modern Slavery.
- ◆ All employees have been reminded of our confidential whistleblowing helpline if they wish to make an anonymous report and posters are displayed in our offices.
- ◆ All suppliers agree to comply with our Supplier Code of Conduct as part of their contractual relationship with RSS Global and its businesses.
- ◆ When tendering suppliers are required to provide information on how they comply with the regulatory responsibilities including the Modern Slavery Act.
- ◆ We take a risk-based approach towards our suppliers due to the number we engage and undertake audits on those suppliers where we consider the exposure to be greatest. No significant problems have been indicated within our supply chain.
- ◆ All our branches received at least one compliance audit during which pre-employment checks, including eligibility to work, references, qualifications, and proof of national insurance numbers, were reviewed.
- ◆ We have performed random checks within our businesses to identify where agency workers may be sharing bank accounts, addresses or telephone numbers as this can be an indication of illegal or unethical behaviour. Where these are shared, we approach the individuals involved to ensure this is voluntary, for example where couples share a bank account.
- ◆ We have not used or accepted forced, bonded or involuntary prison labour or child labour; nor will we hold onto our workers' identity papers or knowingly work with businesses that do.
- ◆ No breaches of the Modern Slavery Act were reported during the year.

We review our policies and procedures regularly, not only to ensure they remain relevant, but also to assess our progress.

Signed for and on behalf of RSS Global Limited and each of its subsidiaries globally.



Rebecca Watson
Chief Executive Officer
RSS Global Limited