

Apprenticeships
Are Us



MODERN SLAVERY STATEMENT



OUR COMMITMENT

Preventing modern slavery practices is a complex issue with a global impact, and eliminating the potential for modern slavery practices in our operations and supply chain is key to our commitment. Our first modern slavery statement reports on the steps Apprenticeships Are Us Ltd has taken in the financial year ending June 2020 to address the risk associated with modern slavery.

At Apprenticeships Are Us Ltd, respecting human rights is inherent in our business operations and is embedded in our values, reflecting and shaping our behaviours and organisational culture. We seek to treat everyone fairly and consistently, creating a workplace and business environment that is safe, ethical, open, transparent and trusted. Aligning with our core values and beliefs, any action taken to date or planned in the future will enhance our ability to address the risk of modern slavery in our operations and supply chain.

To strengthen our approach, Apprenticeships Are Us Ltd has implemented a comprehensive due diligence process, which includes *supplier risk assessments*, third-party audits, and ongoing monitoring to ensure compliance with ethical labor standards. This process is in alignment with ISO 20400:2017 for sustainable procurement and ensures that suppliers adhere to fair labor practices and human rights obligations.

Apprenticeships Are Us Ltd is committed to:

- Ensure the risk of modern slavery practices within Apprenticeships Are Us Ltd.'s business operations are understood and addressed in accordance with internationally recognised principles and the Modern Slavery Act 2018.
- Eliminate the potential for modern slavery practices in our operations and supply chain.
- Utilise the due diligence that has been conducted to date, to create an action plan and set out next steps for Apprenticeships Are Us Ltd to achieve its goals to address the risk of modern slavery in our operations and supply chain. Additionally, our efforts to address modern slavery risks are integrated into our broader *Environmental, Social, and Governance (ESG)* reporting, ensuring that the financial and operational impact of ethical sourcing is consistently evaluated. We align our approach with **the AASB's sustainability reporting standards** to maintain transparency and accountability in our ESG practices.
- Ensure transparency with our employees, clients, suppliers, and stakeholders regarding the progress to date, along with our commitment and intent. In line with the *Treasury Laws Amendment (Enhancing Whistleblower Protections) Act 2024*, Apprenticeships Are Us Ltd has implemented robust grievance mechanisms and whistleblower protections that allow employees, apprentices, and suppliers to report concerns regarding modern slavery. These mechanisms ensure that all complaints are handled confidentially and without retaliation.
- Develop a plan to measure the effectiveness of the approach taken to address the risks associated with modern slavery. To measure the effectiveness of our approach, Apprenticeships Are Us Ltd conducts regular reviews of our modern slavery risk management practices. These evaluations are benchmarked

against *Global Reporting Initiative (GRI) Standards* and inform continuous improvement in our operations and supply chain monitoring.

We have commenced our journey with rigour and taken meaningful steps to address modern slavery risk in our first year of reporting. As we progress, we will continue to address next steps and refine and further improve our approach and assessment to identify and respond to the risk of modern slavery practices within our organisation. Apprenticeships Are Us Ltd addresses the mandatory criteria outlined in the Modern Slavery Act 2018 (Cth).

To build capacity within our operations, Apprenticeships Are Us Ltd provides ongoing training to employees, apprentices, and suppliers on identifying and addressing modern slavery risks. These training programs align with industry standards and are regularly updated to reflect changes in legislation and global best practices, including *ILO Conventions* and *UN Guiding Principles on Business and Human Rights*.

Should you require further information outside of what is disclosed in our Modern Slavery Statement feel free to contact:

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DOCUMENT CONTROL

Version	Authorised by	Authorisation Date	Sections	Amendment
1.1		23/04/2024	All	N/A
1.2	M. Wentworth	15/10/2024	All	Minor information update