



# Modern Slavery Statement 2023

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# Our Business

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Metro Politian Guard Services provides security, emergency services and customer focused services through a risk management approach to understand, manage and deliver outcomes. Our teams are industry professionals with retail, facilities management, property, events and industrial expertise and knowledge.

Australian owned, we are solely focused on our local and national markets. Our aspiration is not to be global, but globally aware to provide efficient and productive solutions that deliver real benefits such as:

- Reduction in resourcing volume without service compromise through productivity and innovation.
- Enhanced security and cleaning measures without additional costs.
- A risk management approach in all activities and duties.
- Workforce multipliers in productivity without higher management or supervision overheads through leading edge technologies.

We are everywhere you need us to be and in every state, we have a service foot print that can be leveraged and 100% scalable. This is underpinned by robust systems and procedural frameworks with secured long-term business, making us scalable and sustainable.

# Our Policies, Processes and Procedures

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Our values of Passion, Integrity, Employees & Customer Focus, 100% Accountability, Leadership, Flexibility, and Continuous Improvement guide the interactions with all our stakeholders, including employees. We are committed to maintaining and improving our systems, policies and processes to protect human rights of staff and contractors, including providing protection against slavery and human trafficking.

The systems, policies, processes and procedures reflect our business' ethics and values. They set out our minimum requirements on the way we treat our employees, work with our customers, and suppliers in relation to governance and general compliance, workplace relations, occupational health and safety, ethical business practices and environmental management.

These policies include, but are not limited to:

- Our Values
- Our Corporate Social Responsibility
- Our Code of Conduct
- Diversity & Equal Employment Opportunity Policy
- Whistleblowing Policy
- Employee Wellbeing and Support Policy

Our relevant processes and procedures include, but are not limited to the following:

- We monitor and review the effectiveness of internal policies and how these have been implemented across our business;
- We undertake supplier risk assessments and due diligence on proposed service providers;
- We have a range of policies and implement programs to support an inclusive workplace;
- Whistleblower Policy promotes honest and ethical behaviour by providing a framework for the escalation of reportable conduct.

# Our Position

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Metro Politian Guard Services is committed to maintaining and improving systems and processes to avoid complicity in human rights violations related to our own operations, our supply chain and our products and services.

We understand that slavery and human trafficking can occur in many forms, such as forced labour, child labour, domestic servitude, sex trafficking, workplace abused and human trafficking.

We work proactively to reduce modern slavery and are committed to maintaining improving systems and processes to protect against and avoid complicity in human rights violations related to our operations, our supply chain, our products and our services,

We always take due diligence when considering taking on new suppliers and clients, and regularly review agreements with existing suppliers and clients. This is consistent with applicable laws, contractual and other obligations. It is also consistent with our fundamental principles and broader company policies.

As key part of supporting ethical standards is enabling our employees and others, including suppliers, subcontractors and partners to feel free and safe to speak up when there are reasonable grounds to suspect that we are not acting ethically or in accordance with laws and obligations.

Therefore, in this statement we use the terms "slavery and human trafficking" to encompass these various forms of coerced labour.

# Training and Continuous Improvement

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Our values guide our commitment, therefore MG Services Group ensures to continuously develop and facilitate refresher training to stakeholders to raise awareness on what modern slavery looks like, its impact on individuals, companies and society, the background to the Act, what MG is doing in response to the Act, how this will impact our supply chain and what staff can do to minimise the potential risks.



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