

	MDP00077 Anti-Slavery Policy	Date Updated: 1 December 2020
	Version No: 3	Last Review Date: 1 st December 2020

ANTI-SLAVERY POLICY

PURPOSE

The purpose of this policy is to ensure that Frontline Human Resources (FHR):

- is compliant with local, national and other applicable laws and regulations in the areas in which we operate
- sources products and services in accordance with legal obligations and community expectations while working with suppliers, consultants and clients to improve their social and environmental practices
- acts to prevent, mitigate and where appropriate, remedy modern slavery in our operations and supply chains

FHR is committed to limiting the risk of modern slavery occurring within its own business, infiltrating its supply chains or through any other business relationship.

The policy applies to all personal working for or on behalf of FHR in any capacity, including employees, directors, suppliers, clients, candidates, consultants and any other third party representative.

FHR expects all who have, or seek to have, a business relationship with FHR to familiarise themselves with this policy and to act in a way that is consistent with its values. FHR will only engage with organisations who fully comply with this policy, or those who are taking verifiable steps towards compliance. We value and observe all laws regarding corporate social responsibility, environmental and workplace safety protection and staff inclusion and diversity.

WHAT WE DO

Frontline Human Resources provides recruitment and labour hire services to businesses across Australia, specialising in trades and services, apprentice placements and labour hire across all industries.

We are not a reporting entity under the Australian Modern Slavery Act 2018 but we do understand the importance of being transparent across supply chains in order to present accurate information on real and potential slavery practices, and in addition, provide the means by which such practices can be eliminated.

Accordingly, we commit to assessing and monitoring the risks of modern slavery in our business through our own supply chain and taking action to eliminate such practices.

Frontline Human Resources' approach to monitoring modern slavery is as follows:

- Recognise the leverage we have to influence change within our community and consider how our actions and business practices could influence and contribute where supplier pricing is inappropriately low
- Build meaningful relationships with external stakeholders by:
 - Providing awareness of modern slavery through training
 - Raising awareness of our expectations via client agreements
 - Identifying and responding to inappropriate practices
- Adopt a risk management approach with both internal and external stakeholders to identify areas where modern slavery may be present and monitor the risks where required.

Our company Code of Conduct includes elements that address several areas that are central to how we promote ethical and responsible behaviour through our values:

	MDP00077 Anti-Slavery Policy	Date Updated: 1 December 2020
	Version No: 3	Last Review Date: 1 st December 2020

- High ethical standards and leadership by example
- Workplace relations that value communication, consultation, co-operation
- The safety of all employees and visitors to our sites
- Respecting our customers and delivering our promises
- Encouraging our people to reach their potential

Our key focus moving forward is the development of training for specific areas of the business with heightened human rights risk and reviewing the effectiveness of our communication of minimum requirements to all of our suppliers.

Name:	Position:	Signature:	Date:
Perry Zoelfel	Director		1 December 2020
Steve Bisshopp	Director		1 December 2020
Review Date:	April 2022		