



STATEWIDE QUALITY SERVICES

Modern Slavery Voluntary Statement 2019

Statewide opposes all forms of forced labour and / or slavery in its operations and the operations of its suppliers, this statement identifies the actions Statewide have taken to ensure that such practices are not practiced within our business nor the business of our suppliers.

About Us

Statewide was established in 1998 and began providing cleaning services to commercial clients, The organisation quickly grew and have since specialised in the provision of Cleaning, Security, and Maintenance services to a wide range of Industry sectors including Retail (Shopping Centres), Commercial buildings (offices) and Industrial factories Nationally within Australia and Internationally in New Zealand.

Our stance on Modern Slavery

We do not condone any form of modern slavery including but not limited to: Slavery, Forced labour or Human Trafficking and are dedicated to the implementation and management of systems to ensure that such practices do not occur within our own business or those of our suppliers.

Policies and Governance

Statewide is committed to high standards of corporate governance. Our senior management team provides the necessary leadership to ensure that our decisions and actions are based on transparency, responsibility and performance, which are all key to the ongoing success of our business.

Statewide policies include key areas such as; Code of conduct, Anti-bribery and corruption, whistleblowing, procurement and WHS all work towards business practices which are both ethical and compliant.

Employee Training and Awareness

Statewide as do other organisations in the service sector, are subject to a large quantity of compliance obligations ranging from contractual obligations from client policies, Government legislation, Ethical business practices and Industrial standards and as such regular training to all our personnel is conducted to ensure that compliance is met.

Ensuring that Statewide employees have a clear understanding and a mutual respect for human rights is important, with this our training will encapsulate human rights and the associated risks that may arise including modern slavery to ensure that they have the knowledge to deal with such issues if required.

Our Suppliers

Statewide have a number of direct suppliers whom are all located within Australia and we ensure that all suppliers are accredited to meet Australian standards.

However we understand that there is potential for modern slavery to occur within our supply chains regardless of their location and insist that they operate their businesses in a manner that supports human rights.

Suppliers are also expected to ensure that all employees and contractors are legally entitled to work in Australia and that no forced or involuntary labour, child labour, human trafficking or any other forms of slavery is adopted in the delivery of their products or services to Statewide.



STATEWIDE QUALITY SERVICES

Risk Management and Due Diligence

Statewide undertakes internal compliance audits of our own systems and participate in external client audits on our compliance with modern slavery requirements, this includes CAF (Cleaning and Accountability Framework) which is completed with the assistance of Union Bodies along with a third party auditor measuring our compliance with human rights, minimum wage and employment conditions. Statewide is one of the few organisations with the compliance certification from this audit process.

Statewide also adopt a procurement framework when engaging new suppliers where risk assessments are conducted prior to engagement to minimise risk.

We are further developing the process to ensure that it encapsulates modern slavery specifically, all suppliers whom provide services are required to comply with all Statewide policies and procedures which includes our recent policy on human rights and modern slavery guidelines.

Planning for the future

As the organisation expands and moves into the future we have identified that there are a number of areas that we need to continue to develop to provide a more comprehensive understanding of human rights issues within our business and the business of our suppliers, this understanding needs to be followed up with stringent policies and procedures to prevent non compliance and reduce risk to our business in future periods, these areas include:

- Tighter supplier agreements to encapsulate our commitment to managing human rights / modern slavery risks.
- Improve internal policies to include specific references to modern slavery
- Increase our due diligence processes for supplier selection and screening to include consideration of modern slavery risks

Planning for the future cont...

- Further develop and implement human rights / modern slavery awareness training to relevant Statewide employees
- Develop a set of KPI's (key performance indicators) to identify and measure our effectiveness in ensuring that modern slavery and human trafficking is not taking place across our business or our suppliers; Individual KPI's to include the following of process when engaging staff, contractors and suppliers

Signed

Micheal Davis

General Manager

Dated 8th April 2019