



Adcorp Group

Modern Slavery Statement

adcorp

Connecting Human Potential



The Adcorp Group is committed to using its capabilities and market position to improve socio-economic conditions in our communities by increasing employability and connecting people with opportunities

ADCORP GROUP MODERN SLAVERY STATEMENT

Anti-slavery, anti-trafficking and anti-child labour

Process Area	Human Resources – Corporate Citizenship	Statement Owner:	Chief People Officer
Statement Title:	Group Modern Slavery Statement	Revision No.:	0
Statement No.:	CC- STA-003	Approved by	Chief Executive Officer
Effective Date:	May 2024	Next Revision Date:	May 2025

Approved by

Statement Owner: Vinolia Singh Chief People Officer	_____ Date
Approved By: Dr John Wentzel Chief Executive Officer	_____ Date

GROUP MODERN SLAVERY STATEMENT

Scope

This statement applies to all Adcorp Holdings Limited and its subsidiaries ("Adcorp") and must be adhered to by all employees of Adcorp. The scope of this Modern Slavery Statement includes the management of physical offices, Adcorp employees and service providers to Adcorp.

The level of detail with which the statement applies to areas of the business should be in proportion to the nature, scope, complexity, and risks associated.

Introduction

Adcorp is a workforce solutions provider that seeks to connect and develop human potential. We have a footprint across Africa and Australia. We focus on creating value for society by living our purpose of enabling agile, focused and skilled workforces for the future. We provide dignified employment and offer training for future-focused skills, creating a positive socio-economic impact. We collaborate with leading brands, seamlessly integrating into their operations and supply chain, improving efficiencies and ultimately leading to reduced environmental impacts.

We take our commitment to ethical business practices and human rights with utmost seriousness. Modern slavery, human trafficking and child labour are crimes we will not tolerate. Aligned with our Human Rights Statement, this Modern Slavery Statement reaffirms our **zero-tolerance** to these practices and our dedication to ensuring ethical and humane practices across Adcorp.

Our ethical foundations

Our approach to business is linked to our core values of Teamwork, Respect, Customer Centricity, Agility, and Diversity and Inclusion. These values, outlined in our Code of Ethics, underpin our commitment to high ethical standards, fostering trust and integrity across all areas of our operations.

Understanding the issues

- **Modern slavery:** Encompasses practices that deprive individuals of their freedom and dignity through forced labour, human trafficking, debt bondage, and other exploitative means. The workforce solutions industry must be vigilant against these risks.
- **Human trafficking:** The illegal recruitment, transport or harbouring of individuals for exploitation, particularly within the context of international labour migration programmes.
- **Child labour:** The exploitation of children in work environments that deprive them of their childhood, education, and healthy development. Workforce solutions companies have a special duty to protect young workers.

We understand that these issues are complex, interconnected, and often hidden. We are committed to due diligence, transparency, and continuous improvement to combat these abuses.

Our commitments

- **Zero tolerance:** We will not tolerate any form of modern slavery, human trafficking or child labour within our operations or supply chain.
- **Compliance and best practices:** Our efforts to combat modern slavery are guided by adherence to key legal frameworks and best practice standards, including but not limited to the UN Guiding Principles on Business and Human Rights, International Labour Organisations (ILO) Convention 182, Worst Forms of Child Labour, 1999 and ILO Convention C138 – Minimum Age Convention, 1973.
- **Key local legislation:**

Australia

- The Australian Modern Slavery Act 2018
- New South Wales Modern Slavery Act 2018

South Africa

- Basic Conditions of Employment Act 75 of 1997, as amended
 - Constitution of the Republic of South Africa, 1996 - Chapter 2: Bill of Rights
 - Prevention and Combating of Trafficking in Persons Act 2013
 - Children's Act 38 of 2005
 - Labour Relations Act No 66 of 1995, as amended
 - Employment Equity Act No 55 of 1998, as amended
- **Protection:** We prioritise the safety and wellbeing of those within our business and supply chains. We aim to identify and support potential victims with access to grievance mechanisms and remediation.
 - **Ethical and responsible recruitment practices**
 - **Fair recruitment:** Transparent recruitment without coercion or deception. We do not charge recruitment fees to job seekers.

- **Employment conditions:** We provide all workers with a written contract, in a language the employees understand, setting out terms of employment and including pay rates.
- **Decent working conditions:** Safe working environments, fair wages that at least meets the countries or industries minimum wage, and freedom of association. Employees voluntarily choose to accept employment, the written contract specifies an agreed reasonable period of notice and it permits workers to initiate this notice period freely to resign, without any penalty or restrictions.
- **Responsible identification:** Proof of identity and right to work evidence is achieved via the secure and electronic storage of colour photocopies of identity documents. We do not retain any original forms of identity documents like birth certificates, passports or identification cards.
- **Support and empowerment:** Access to grievance mechanisms, cultural support, and awareness of employee rights. If workers are transported for foreign companies, we pay for their return at the end of their period of work.
- **Protection of vulnerable groups:** We are particularly sensitive to the risks faced by women, migrant employees, disabled employees and other potentially vulnerable groups susceptible to exploitation in labour contexts.
- **Culture and living conditions:** To support the workers' integration into the foreign society, migrant employees are educated on the local culture, provided with or arranged dignified living conditions, and offered resources and programmes designed to foster community engagement and cultural understanding. These initiatives aim to create a welcoming environment that encourages social inclusion and helps workers adapt more easily to their new surroundings, thereby enhancing their overall experience and contribution to the society.
- **Empowerment through awareness and support:** We are committed to raising awareness of modern slavery and human rights violations throughout our business and supply chain. We socialise this statement and offer guidance and support to our employees, suppliers, and stakeholders. This includes sharing clear information on risk indicators, reporting mechanisms, and our company's commitment to ethical practices.
- **Partnerships with customers and supply chains:** We are committed to collaborating with our customers and suppliers to strengthen our collective efforts against modern slavery.
- **Transparency and accountability:** We are committed to regularly reporting on our progress and challenges in combating modern slavery and related abuses.

Our Actions

To ensure compliance and uphold our ethical standards, we have implemented rigorous due diligence processes, including but not limited to:

- **Clear employment practices:** Employment contracts that comply with legal standards and best practices. Our employment contracts and policies uphold labour rights, fair wages, and safe working conditions, demonstrating our commitment to ethical labour practices.
- **Zero tolerance:** We do not tolerate modern slavery, human trafficking and child labour in our business or supply chains.
- **Anonymous reporting:** An independently managed, anonymous whistleblowing hotline to report incidents or suspected incidents of modern slavery, with a firm commitment to protecting whistleblowers.

Independent anonymous, Deloitte managed: Whistleblowers Hotline

Adcorp Group Ethics Line

Free call: 0800 22 32 11

Website: <http://tip-offs.com>

Email: advalue@tip-offs.com

To protect those speaking up, every report is treated confidentially and thoroughly investigated.

For guidance, please contact us on CorporateCitizenship@adcorpgroup.com

- **Transparency and accountability:** Ongoing efforts to enhance supply chain transparency and contributing to our customers' due diligence processes and tender requests.
- **Continuous improvement:** We regularly review and improve our policies and practices to enhance our efforts to eradicate modern slavery.

Conclusion

Adcorp is committed to upholding these principles by continuously improving our practices and informing and equipping our employees. We remain unwavering in our commitment to combating modern slavery in all its forms. By working together, with vigilance and transparency, we can contribute to a world where everyone enjoys fundamental freedoms and dignity.