



BruntWork Modern Slavery Statement

1. Our commitment against modern slavery

BruntWork is committed to acting ethically and with integrity in all its business dealings and relationships. We are committed to implementing and enforcing effective systems and controls to ensure modern slavery does not take place anywhere in our business or in any of our supply chains.

We are also committed to ensuring there is transparency in our business and in our approach to tackling modern slavery, consistent with our disclosure obligations under Australian modern slavery legislation.

We expect the same high standards from our contractors, suppliers, and business partners.

2. BruntWork Operations

BruntWork is a global recruitment and outsourcing solutions provider, specialising in remote work solutions in a range of roles from administration, finance assistance, customer service, digital marketing and other support positions.

The workers (agents) we place are provided clear and transparent contract agreements, disclosing upfront their pay in full, conditions of engagement and description of tasks.

We do not charge any form of recruitment fee to our agents or require any form of deposit as a condition of their service engagement with us or our clients.

All staff, employees and contractors engaged by BruntWork anywhere in the world must be of legal working age in the jurisdiction where they reside or work.

3. Risk of modern slavery

At BruntWork, the risk of modern slavery is low as our recruitment, procurement and compliance processes are stringent and aligned with the local laws and regulations where we operate.

4. Preventing modern slavery in our business

We are committed to providing an environment where our employees, staff and agents have equal access to opportunities available at work, are treated with fairness and respect and are not judged by unlawful or irrelevant reference to their attributes.

We adhere to the following and, similarly, expect our suppliers to demonstrate respect for and not discriminate any person or entity differences such as gender, race, colour, age, disability, sexual orientation, ethnic origin and religion.

We are committed to the principles of Equal Employment Opportunity (EEO) in the workplace and promoting a positive work environment that values equal opportunity free of unlawful discrimination, bullying or harassment.

In keeping with our standards of transparency and ethical conduct, we actively encourage everyone in our business to challenge any behaviour they believe is inconsistent with any of our values or our policies

BruntWork has a dedicated Quality Assurance (QA) team responsible for developing, monitoring and implementing actions to rectify identified issues and prevent cases of bullying, harassment, exploitation and unlawful activity.

Violations of the BruntWork Modern Slavery Policy have severe consequences, and may result in actions being taken against:

- Employees, including disciplinary action, which may result in dismissal for misconduct or gross misconduct.
- Contractors or organisations we work with, including, but not limited to, termination of our business relationship with that entity.

5. Modern Slavery in Our Supply Chains

Due to the nature of our operations we have a relatively simple supply chain which includes goods or services needed for our day to day operations including office services (leasing of facilities), cloud based IT infrastructure and professional services.

The exploitation of workers in BruntWork's supply chain is not tolerated and we will immediately cease any business operations and relationships with any suppliers that engage in such practices.

Where any of our suppliers are deemed a risk of worker exploitation or modern slavery conduct, BruntWork will require the supplier to provide evidence of compliance with all local laws and anti-modern slavery principles and take necessary action to avoid any association or dealing with the supplier that may associate BruntWork's operations and supply chain with instances of modern slavery.



Winston Ong

Chief Executive Officer

BruntWork

25 April 2023