



## MODERN SLAVERY STATEMENT FY24

This statement has not been approved the  
Attorney General's Department nor published  
on the Modern Slavery Statements Register

**ALSCO**  
UNIFORMS®

# INTRODUCTION

**Welcome to AlSCO Uniforms FY24 Modern Slavery Statement, prepared in compliance with the Australian Modern Slavery Act 2018 (Cth) (Act).**

This is a statement for AlSCO Pty Ltd (ACN 000 435 629) (AlSCO Uniforms) a privately-owned Australian company and all related entities and or brands (together referred to as we, us, our, AlSCO Uniforms). AlSCO Uniforms is the parent company for Deane Apparel Pty Limited (ACN 001 352 923) and Australian Linen Supply Pty Limited (ACN 071 043 662). This statement describes the actions taken to assess and address modern slavery risks in our operations and supply chains during the financial year ending 31st December 2024.

The AlSCO Pty Ltd Registered Office is:  
Level 8  
465 Victoria Avenue  
Chatswood  
NSW 2067  
Australia

At AlSCO Uniforms, we acknowledge we have a responsibility to address modern slavery as we understand that our industry may have caused, contributed or is linked to cases of modern slavery. This statement details the continuous actions we are taking to identify and mitigate the risks of modern slavery and human trafficking in our supply chain and business activities.

Consultation and guidance for this report was provided by Go Well Consulting Ltd, Auckland New Zealand.

This statement has been reviewed and approved by the AlSCO Pty Ltd Board of Directors, and signed by the Chief Executive Officer (CEO) Mark Roberts on the 31st March 2025.

Mark Roberts



Chief Executive Officer (CEO)







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# LETTER FROM THE CEO

21 March 2025

## Group Chief Executive Message – Modern Slavery Statement

We are pleased to present our very first modern slavery statement as we continue a pathway to a better future for all.

AlSCO Uniforms has continued to deliver on our commitment to improving our business practices across the entire ESG sphere, ensuring we remain ethical, sustainable, and that we are socially responsible in the way we work.

Although this document is our first modern slavery statement it does not mean AlSCO Uniforms has been sitting on our hands in terms of our commitment to improving awareness and scrutiny of our supply chain. That said, we acknowledge there is still a lot of work to be done.

The AlSCO Uniforms supply chain is relatively complex with a large proportion of the inputs in our business coming from a diverse range of countries including, but not limited to, Pakistan, India, Malaysia, China, Thailand, Vietnam and Cambodia.

The countries we source from each present a diverse array of challenges when it comes to ensuring transparency and oversight of our supply partnerships. Some of our relationships are of significant tenure (decades), and our knowledge of their practices does give us a great degree of comfort, in terms of their adherence to the maintenance of fair pay and ensuring they provide safe and legal working conditions.

We continue to conduct third party audits of all the manufacturing factories we rely on for supply.

A critical piece of our management framework is that AlSCO Uniforms supplements third party audits with regular visits to our supply partners. Post pandemic, there has been a commitment to physical visits by AlSCO Uniforms personnel to our supply partners; to eyeball the quality of the working environments they provide for the people they employ.

AlSCO Uniforms is committed to continuous improvement in our governance and working with all our supply partners in a transparent manner to ensure they are improving the working conditions and promoting the human rights of workers.

We look forward to reporting our progress in future updates of our modern slavery statement.



A stylized handwritten signature in black ink, consisting of a large 'O' followed by a series of loops and a final vertical stroke.

**Mark Roberts**  
Group Chief Executive



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# **ALSCO UNIFORMS STRUCTURE**

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# ALSCO UNIFORMS STRUCTURE

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AlSCO Uniforms is a privately-owned business, which commenced operations in North America over 125 years ago. We commenced operations in Australia in 1963 and we are now one of the leading providers of uniforms, linen, commercial floor mats and first aid kits, as well as washroom hygiene services and scenting across Australia and New Zealand.

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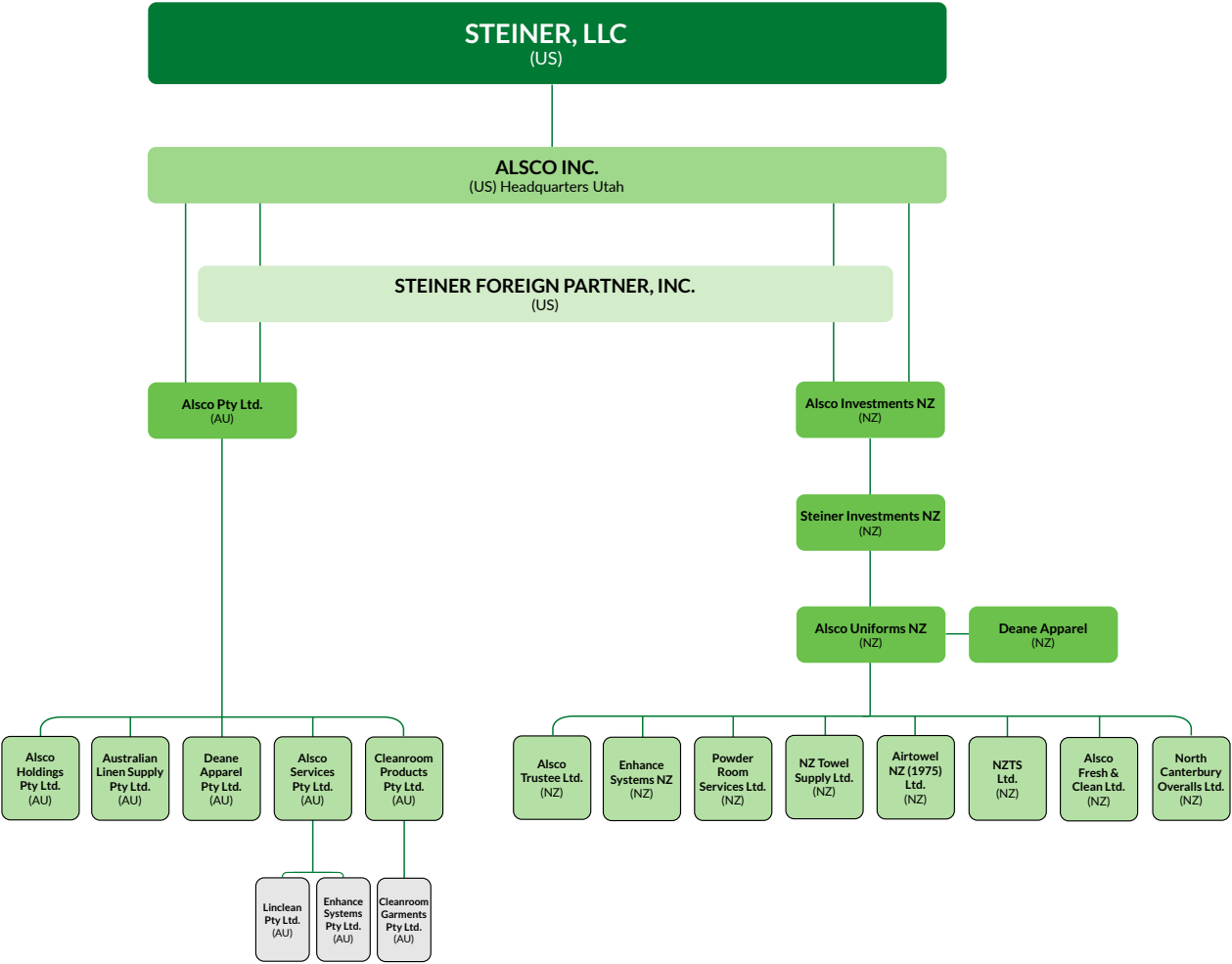
AlSCO Pty Ltd also trades as **Fresh and Clean** – a managed hygiene and safety compliance service, and **Clean Room Garments (CRG)** who are market leaders in the supply of contamination and infection control solutions. These businesses offer both rental and consumable sales for customers and operate under the same ABN.



AlSCO Pty Ltd also own **Deane Apparel Pty Ltd** (ACN 25 001 352 923), New Zealand and Australia's leading, high-quality uniform provider, and **Australian Linen Supply Pty Ltd** (ACN 071 043 662) Australia's foremost importer and distributor of premium commercial-grade linen products. Both companies offer purchase opportunities for linen and uniforms.



# ALSCO UNIFORMS ORGANISATIONAL CHART





# OUR OPERATIONS

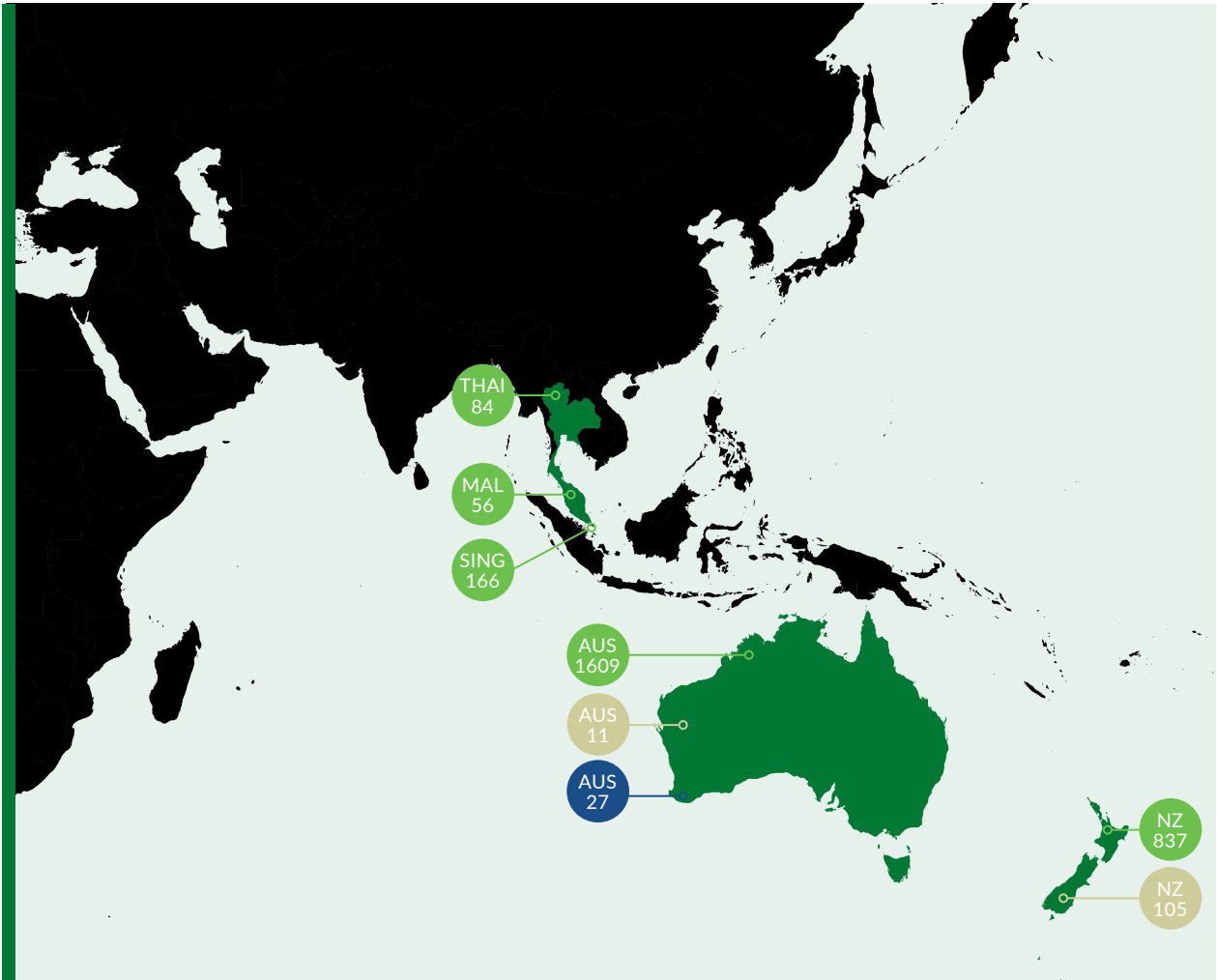
AlSCO Pty Ltd operates from its headquarters in Chatswood, NSW, and manages a network of 13 commercial laundry facilities and seven service centres across Australia. Additionally, we maintain eight commercial laundry processing facilities and nine service centres in New Zealand. These locations support the delivery of our uniforms and linen rental services and laundering services, ensuring efficient operations in each region.

AlSCO Pty Limited also operates:

- Fresh and Clean operating from five locations across Australia, and three in New Zealand,
- Clean Room Garments working from two locations in Australia.
- Deane Apparel, with headquarters in Auckland, New Zealand, and a shadow office in Glendenning, NSW Australia.
- Australian Linen Supply (ALS) located in Ingleburn, NSW, Australia.



We are proud to be supported by over 2,800 staff across all our Asia-Pacific businesses, who operate across five countries:



Key:

AlSCO Uniforms

Deane Apparel

Australian Linen Supply

All AlSCO Uniforms, Deane and ALS employees are given an employment contract, whether they are permanent or casual, and are required to uphold our **AlSCO Uniforms Code of Conduct**. This document highlights expectations for all our staff on matters of health and wellbeing, management, confidentiality, legal obligations, and honesty in conducting business. This sits alongside our **Anti-Discrimination, Bullying and Harassment Policy, Diversity and Inclusion Policy, Staff Engagement and Development Policy** and our **Grievance Resolution Policy**. Our policies are reviewed every two years, and we take any breaches or incidents very seriously.

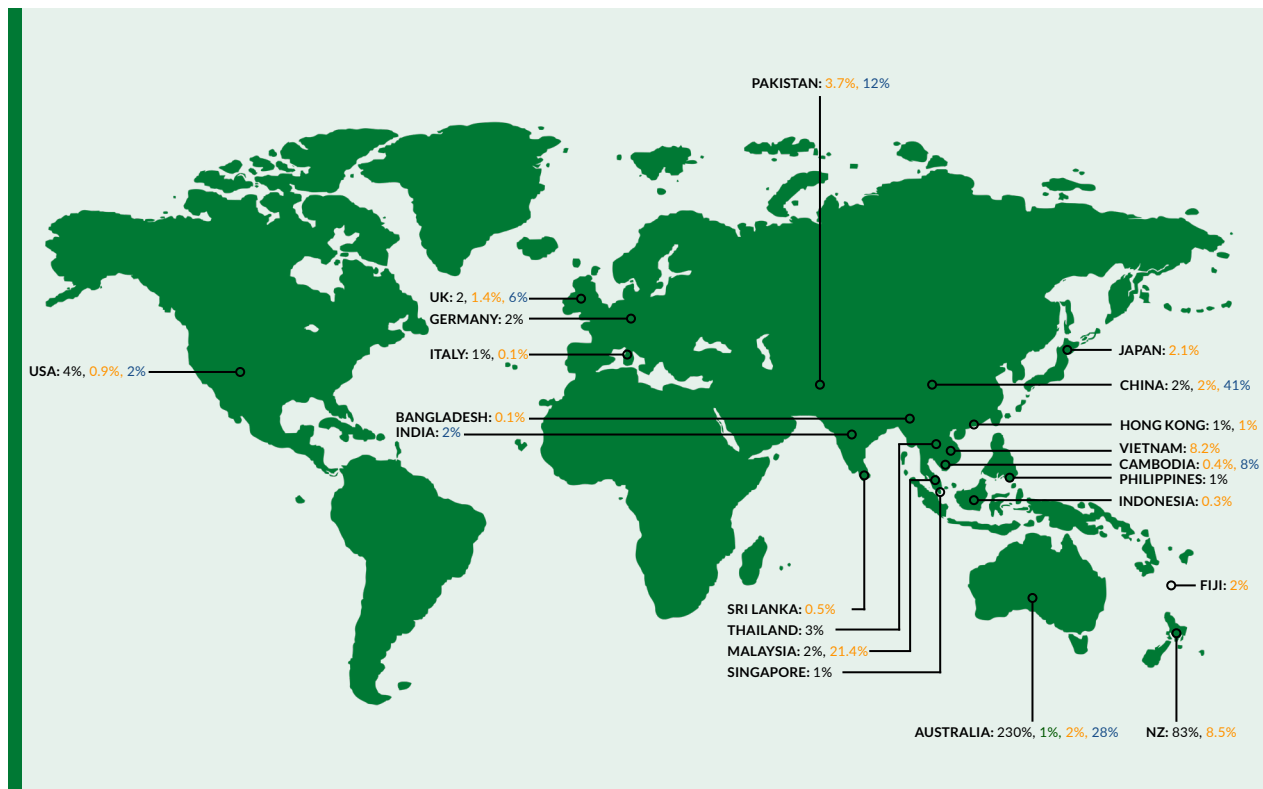


# OUR SUPPLY CHAIN

AlSCO Uniforms is proud to partner with over 330 trade suppliers, across 13 countries. Our products are designed both in-house or in collaboration with our suppliers. We are fortunate to own two of our largest suppliers, Deane Apparel and Australian Linen Supply, who provide our uniforms and linens. We have long standing relationships with many of our other suppliers, and have partnered with them for their quality, communication and ethical practices.

We have defined our trade suppliers as those that form a significant part of the product used by AlSCO Uniforms customers (end users). The majority of our direct or Tier One suppliers are located in Australia and New Zealand.

Please see below the locations of our tier one suppliers, and the percentage of our spend as spent with these countries:



## Key:

- AlSCO Uniforms Australia Suppliers
- AlSCO Uniforms New Zealand Suppliers
- Deane Apparel Procured Goods
- Australian Linen Supply Procured Goods

The supply chains of Deane and ALS differ from AlSCO Uniforms, as they are primarily involved in the production and manufacturing of textile products. These products are typically sourced from offshore locations that specialise in textile manufacturing and garment construction.

We acknowledge the importance of transparency across our supply chain to address human rights and modern slavery risks. AlSCO Uniforms, along with Deane and ALS are working with all our suppliers to improve visibility into the different tiers of our trade and non-trade supply chains, especially in countries and industries that are deemed as high risk.

## OUR GOVERNANCE

**We are committed to promoting transparency, and accountability across our business, this is essential for the long-term performance and sustainability of our company. Accountability for our modern slavery progress and action plan sits with our board, and they are responsible for ensuring that human rights are upheld throughout all levels of the business.**

Our ESG team works closely with departments across the business to ensure ethical sourcing practices are adhered to and risks are continuously monitored and mitigated.





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# **MODERN SLAVERY RISKS IN OUR OPERATIONS & SUPPLY CHAIN**

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We acknowledge that operating within the global laundry, uniform, and hygiene industry presents potential risks of contributing to modern slavery in both our operations and supply chain. To address this, we have reviewed our practices and identified areas where people may have an increased risk of slavery practices.

## WHAT IS MODERN SLAVERY?

Modern slavery refers to a range of exploitative labour practices, including servitude, forced labour, human trafficking, debt bondage, forced marriage, slavery, deceptive recruitment, and child labour.

The International Labour Organisation (ILO) estimated that in 2021, over 50 million people were living in modern slavery, with one in four being children.

We recognise freedom from slavery as a fundamental human right and are committed to ensuring that everyone connected to our business is treated with respect and dignity.

# OPERATIONAL RISKS

Our primary corporate operations are based in Australia, New Zealand, and Singapore, where strong regulation and robust human rights protections contribute to a lower risk of modern slavery. In contrast, we recognise that our offices in Malaysia and Thailand present a slightly higher risk due to less stringent human rights regulations and their geographical distance from our core operations.

However, all employees across our business are governed by the same policies, procedures, and standards, ensuring consistency in our approach to ethical labour practices. We remain vigilant in enforcing these standards across all locations, actively monitoring compliance to maintain a low risk of modern slavery within our direct operations.

## OPERATIONAL SUPPLIERS

Through our business activities we procure the services and products of many operational, or non-trade suppliers. We do not directly employ the individuals who provide these services or produce these products, which increases the risk that modern slavery could be present in these businesses or supply chains. These suppliers fall outside the immediate scope of our human rights policies and standards, and because of the physical and often casual nature of these services, there is an increased risk of migrant labour being utilised to reduce costs or services being subcontracted to less regulated entities.

To assess where we could be at most risk of modern slavery in our operations, we reviewed our operational, or non-trade suppliers by spend across both Australia and New Zealand and identified the suppliers that are of most importance to our business, and that have a heightened risk of modern slavery occurring. These areas are:

- Fleet suppliers and management
- Chemical procurement for our laundries and cleaning operations
- The purchase of machinery for our laundries
- Technology consultants and suppliers
- Recruitment services



### FLEET SUPPLIERS & MANAGEMENT

Across both our Australian and New Zealand businesses, collection and delivery services are key to our business operations. To do this, we utilise the services and vehicles of companies across both New Zealand and Australia. We have contracts with these companies for both purchasing and leasing of vehicles.

As AlSCO Uniforms does not own these companies, there is a heightened risk of modern slavery occurring at these companies. There is the possibility of migrant workers being used for cleaning, administrative and freight jobs within these businesses, with an increased link to modern slavery practices such as debt bondage and exploitation.



## CHEMICAL PROCUREMENT

As part of our laundry services, our laundries procure an extensive range of chemicals for our cleaning services and products. Chemical companies have a history of being connected to the slave trade<sup>1</sup> with links to forced labour and human trafficking. There are still increased risks of human rights abuses today<sup>2</sup> in chemical manufacturing, with links to exposure to toxic pollutants that can impede on workers and communities' health and safety.



## LAUNDRY MACHINERY

At the core of our business is our laundries, which are operated across 21 processing facilities and our 16 service centres in New Zealand and Australia. We purchase new machinery for these sites annually, when old machines are no longer repairable or upgradeable. We currently own over 10,000 machines for our laundries across the business, with each machine lasting over 20 years before they are no longer viable. In the last financial year, we purchased just over 500 new machines from three main suppliers. As these machines contain electronics, components and materials, the supply chain is complex and deep, with some components being procured through mining practices.

As we do not manufacture the machines ourselves, we have little control or visibility as to where the electronics and components are sourced, and the conditions in which they are being made. In electronics, migrant workers are known for working in these complex supply chains, with connections to forced labour<sup>3</sup>. There has also been links to child labour, unfair wages, exploitative working conditions and debt bondage happening throughout the metal, machinery and industrial supply chains<sup>4</sup>.



## TECHNOLOGY

To enable our business to run smoothly, we procure the services of I.T consultants and companies to help secure our networks, host our platforms, upgrade our systems and to help with trouble shooting. As we use external specialists for these services, we have little visibility over their recruitment processes and standards. Due to the casual nature of consultants in these areas, there is an increased risk of migrant workers being used, where debt bondage could be used to help reduce costs.



## RECRUITMENT SERVICES

To ensure our team have access to the best people, we utilise the services of recruitment and HR agencies for both contractors and permanent hires. As these services are external to our business, we do not know what contracts the recruitment companies are giving to contractors, and there could be an increased risk of forced labour and debt bondage occurring through these services.

<sup>1</sup> Chemistry World, 2023.

<sup>2</sup> Business & Human Rights Resource Centre, 2018.

<sup>3</sup> Electronics Watch

<sup>4</sup> Respect International







# TRADE RISKS

AlSCO Uniforms and our subsidiaries do not own any of our product manufacturing sites, but we have spent many years building and nurturing long term relationships with many of our supply chain partners, and we will continue to work closely with them to help identify and mitigate any potential risks that may arise.

We have reviewed our trade suppliers across our Australia and New Zealand sites and assessed those areas that are either key to our business (represent significant company spend), or those in industries or geographies that are deemed 'high risk' for modern slavery from publications developed by International Labour Organization (ILO), Labour Rights Index 2024, WageIndicator.org, 2023 Global Slavery Index report, Transparency International and Anti-Slavery International.

The majority of AlSCO Uniform's tier one trade suppliers are located in Australia, allowing us to have a closer relationship with our direct suppliers. However, we recognise that the increased risk of modern slavery is likely to happen further down the supply chain. Our key trade suppliers are used for;

- Products we procure for our customers – uniforms, linen, paper products, hygiene items etc, including the packaging they come in.
- Contractors we use to perform services on behalf of us.

## PRODUCTS



### TEXTILE PRODUCTS:

The primary products we procure are textiles, in the form of uniforms, linens and other products, which are predominantly sourced through our own companies, Deane Apparel and Australian Linen Supply (ALS).

The textile manufacturing industry has faced ongoing scrutiny over the past two decades due to its associations with human rights violations, including forced and child labour, exploitative working conditions, and debt bondage. According to Walk Free, G20 countries collectively import approximately USD 148 billion worth of textile goods annually that are at risk of being produced using forced labour.



### Case Study: Cotton Sourcing

As one of our most important raw materials in our textile products, cotton plays a significant role in AlSCO Uniform's business. We recognise that cotton has unfortunately had a long history of slavery and exploitive practices, and as identified in the **US Department of Labor's List of Goods Produced by Child and Forced Labor** in 2024, still being found in the growth, production and processing of cotton. Instances of these practices have been documented in countries such as Benin, Burkina Faso, China, Kazakhstan, Pakistan, Tajikistan, Turkmenistan, and Uzbekistan.

Most recently, in the United States, the Uyghur Forced Labor Prevention Act (UFLPA) came into force in June 2022. This legislation bans all goods from the Chinese region known as Xinjiang Uyghur Autonomous Region in China. Xinjiang is currently responsible for 20% of the world's cotton production and nearly 80% of China's cotton overall, so it is likely that all businesses have links to Chinese sourced and grown cotton.



### PAPER PRODUCTS:

We also source paper-based products, including toilet paper, napkins, and hand towels, which are derived from tree pulp. The paper industry has been linked to human rights violations, including the displacement of Indigenous communities, instances of kidnapping, and the use of forced labour in forestry operations, particularly in regions such as Brazil and Indonesia<sup>5</sup>.



### CLEANING PRODUCTS:

AlSCO Uniforms also provides a range of cleaning products for our customers. The majority of these are procured through Australian and New Zealand suppliers and have similar modern slavery risks to the chemical companies we work with in our laundry operations. Cleaning products use plastic packaging, which has its own potential risks of forced and child labour<sup>6</sup>.

## SERVICES PROVIDERS OF ALSCO UNIFORMS

Our second largest group of trade suppliers consists of service providers who operate on our behalf. These companies are key to the success of our growing business, allowing us to reach more customers in more regions around Australia and New Zealand.

As these businesses operate independently and are not owned by AlSCO Uniforms, we have limited visibility into their recruitment practices, human rights standards, and procurement processes within their own supply chains. This presents a potential risk, as these contractors represent the AlSCO brand, however our lack of visibility could increase the chances of modern slavery practices happening.

Subcontractor businesses can rely on using migrant workers for cheaper labour, and more physical roles. This type of work has been associated with forced labour<sup>7</sup> and debt bondage – even in Australia.

<sup>5</sup> Environmental Paper Network

<sup>6</sup> Business & Human Rights Resource Centre, 2025

<sup>7</sup> ABC News, 2024







# GEOGRAPHICAL RISKS

The majority of our direct suppliers are based in Australia and New Zealand. Both of which have strong human rights and health and safety laws. However, we do procure goods and services from some offshore suppliers, both directly and through our subsidiaries Deane and ALS. These offshore countries have different regulations to ours and can present a heightened risk to our business.

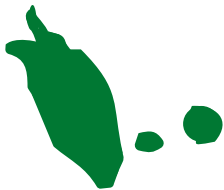


## CHINA

China is a global manufacturing powerhouse, accounting for approximately 31% of the world's manufacturing output as of 2022<sup>8</sup>. This significant share underscores China's central role in global supply chains. China is our main sourcing country for Deane Apparel and ALS, however, is only 0.1% of AlSCO's direct suppliers.

However, sourcing from China carries significant risks due to connections to cases of forced labour, child labour, and exploitative working conditions. China's vast geography means that many workers come from rural areas to manufacturing cities in order to support their families. Often these migrant workers are taken advantage of and held in debt bondage and forced labour<sup>9</sup>.

Most recently China has been linked to the exploitation of ethnic minorities, particularly Uyghurs in the Xinjiang region. The U.S. Department of Labour has reported that goods such as cotton, electronics, and polysilicon are produced using forced labour in this area. These practices not only violate human rights but also pose significant risks for companies sourcing from these regions.



## MALAYSIA

Malaysia is a significant player in the global supply chain, with key exports including electrical and electronic products, petroleum, liquefied natural gas, and palm oil. They currently aren't a key textile exporting country; however, this is expected to grow over the next five years<sup>10</sup>.

Sourcing from Malaysia still presents risks of modern slavery incidents, with reported instances of forced labour and exploitative working conditions. In **Walk Free's** report, an estimated 202,000 people experienced forced labour or forced marriage in Malaysia in 2021. AlSCO Uniforms has several connections to Malaysia, with a service centre and processing facility located there and several direct suppliers for both us and Deane Apparel. This makes Malaysia an important sourcing country for us.

<sup>8</sup> Statista.com, 2022

<sup>9</sup> Ethical Trade Initiative

<sup>10</sup> GII Research, 2024

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# **ACTIONS TAKEN TO ADDRESS MODERN SLAVERY RISKS**

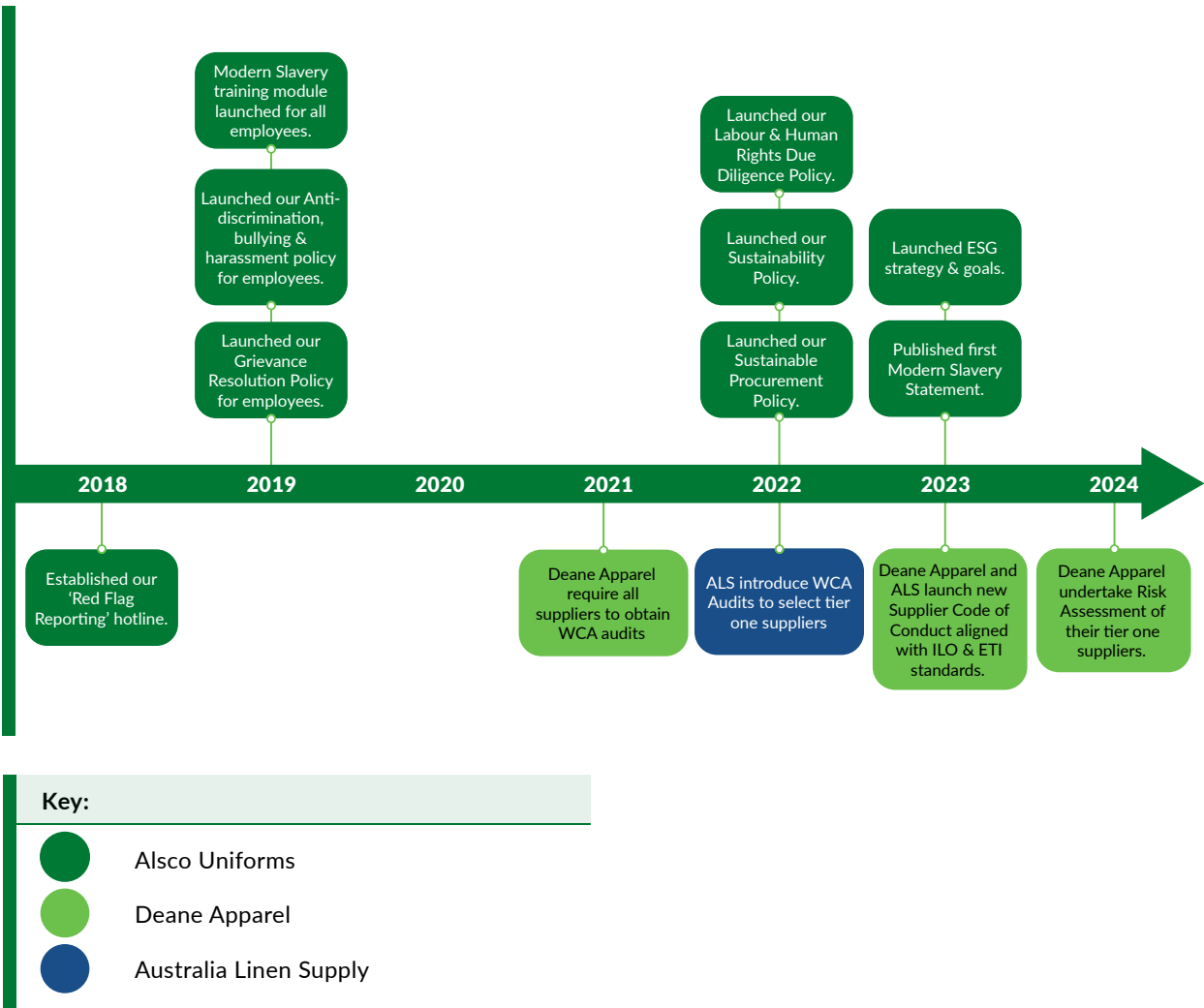
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At AlSCO Uniforms, we are committed to identifying and addressing modern slavery risks within our operations and supply chains. We take any discovery of potential risks seriously and uphold the UN Guiding Principles on Business and Human Rights, embedding the principles of *protect, respect, and remedy* across our business.

Our Board is actively engaged in overseeing our modern slavery risk management approach. We work closely with our team members and suppliers to identify, mitigate, and remediate potential risks, ensuring accountability for any modern slavery impacts within our business.

This section presents the actions we have taken over the last financial year ending 31 December 2024, to assess and address modern slavery risks.

# OUR DUE DILIGENCE JOURNEY



# OUR OPERATIONS

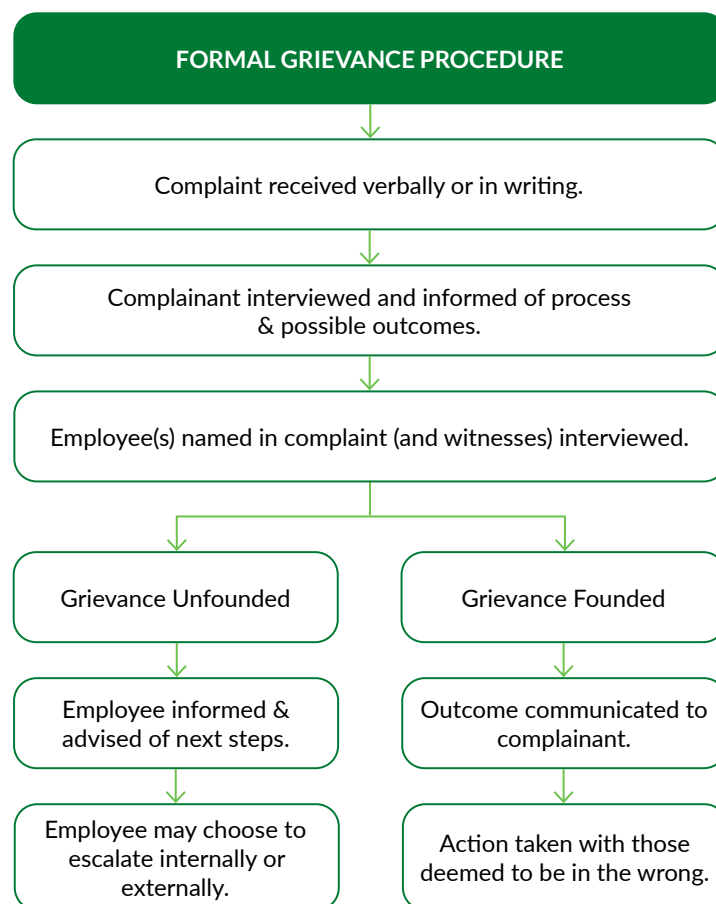
All AlSCO Uniforms team members receive an employment contract, including all part-time and contractors, which outlines their rights and responsibilities. All team members are also required to adhere to our *Employee Code of Conduct*, and abide by our *Health and Safety*, *Anti-Discrimination*, *Bullying and Harassment*, *Diversity and Inclusion*, and *Grievance Resolution* policies.

Our human resource policies and processes are designed to proactively identify potential human rights breaches. Each team manager is responsible for monitoring and addressing any reported incidents through our established Governance Structure.

## GRIEVANCE RESOLUTION

To ensure our employees feel supported and heard, we developed our Grievance Resolution Policy. This document outlines the standards and actions an employee needs to take to report and lodge a grievance internally. We want to make sure all our employees feel safe and empowered to come forward and report any incidences of injustice or potential modern slavery.

The process for internal grievance resolution is as follows:









## Case Study: Red-Flag Reporting

As part of our ongoing efforts to ensure that we have strong internal controls, in 2018 we established Red-Flag Reporting across all AlSCO Uniforms offices and subsidiaries.

Red Flag Reporting is an independent organisation that allows people to report any concerns regarding improper activity within the workplace. This could range from financial concerns such as theft or misstated financial statements and fraud to workplace concerns such as bullying, harassment, discrimination, safety issues, environmental issues, substance abuse, and compliance issues.

The service allows people who wish to report concerns to remain completely anonymous if they choose. Our HR department track all reports regularly, and although we had an increase of reports over the last financial year, this did not raise concern, and demonstrated our system is working.

## SUSTAINABILITY COMMITTEE

As part of our commitment to our global ESG goals set in 2023, we established an internal Sustainability Committee comprising 16 representatives from across the AlSCO Uniform business. This Committee meets monthly to oversee and advance our sustainability initiatives, including environmental and governance-related actions, while also monitoring and reporting on modern slavery mitigation efforts. While modern slavery is not the sole focus of these meetings, it remains a standing agenda item to ensure ongoing evaluation of our policies and practices.

Additionally, our subsidiary businesses, Deane Apparel and Australian Linen Supply, have established their own Sustainability Committees to set objectives and implement actions specific to modern slavery risk management within their operations.

## OPERATIONAL PROCUREMENT

Due to the risks and expenditure on laundry machinery and chemicals we use, we started to take steps this year to understand the efforts and actions our suppliers are taking to help identify and mitigate modern slavery risks.

One of our main suppliers has a comprehensive ESG plan, with corresponding Supplier Code of Conduct and Ethical Business Policy. Another supplier has been working on their environmental footprint and policies, so will be working with them over the next 12 months to see how we can support them to improve.

Our chemical supplier Ecolab has established a comprehensive Human Rights Policy Code of Conduct and Conflict Minerals Policy, along with a published Modern Slavery Statement on both the UK and Australian registrars. We plan to work with them closely going forward to support them in their efforts.

## TRAINING

All employees that have the potential to encounter risks of modern slavery are required to complete our ***Understanding Modern Slavery and Your Role in Preventing*** online course module. The course was developed by our Learning Management System (LMS) provider Litmos and their underpinning law firm Lander & Rogers and has been a part of the induction process at AlSCO Uniforms since 2019.

The course covers the following topics:

- Who are the victims of modern slavery
- Forms of modern slavery
- How to look out for the signs
- Risk factors across sectors
- Reporting requirements
- Addressing the Risks
- Consequences
- Ending Modern Slavery

In the last financial year 196 employees completed the course, and since its launch in 2019, 687 people have completed it.



# OUR SUPPLY CHAIN

## POLICIES

To ensure our employees and suppliers are cognisant of our standards and values when it comes to human rights and modern slavery, we have developed the following policies which must be read and signed by each employee. From time-to-time changes to these policies may be necessary to maintain our legal and regulatory compliance or our commitment to best practice standards.

## LABOUR & HUMAN RIGHTS DUE DILIGENCE POLICY

Our Labour and Human Rights Due Diligence Policy outlines our commitment to protect and uphold human rights throughout our operations and supply chain. It emphasises our stance for all employees to take responsibility and accountability on working conditions and fair pay, along with a dedication to minimise risks in our operations and supply chains.

## SUSTAINABLE PROCUREMENT POLICY

AlSCO Uniforms is committed to responsible procurement practices that minimise environmental impacts and uphold human rights. Our Sustainable Procurement Policy sets clear expectations for employees and suppliers to align with the principles of the UN Universal Declaration of Human Rights. This includes full compliance with all applicable laws and regulations, the provision of safe and hygienic working conditions, fair remuneration, and the strict prohibition of forced labour, child labour, discrimination, and any form of sexual, physical, psychological, or verbal abuse.

## SUPPLIER CODE OF CONDUCT

Our subsidiary companies Deane Apparel and Australian Linen Supply (ALS) have developed and adopted a Supplier Code of Conduct (Code) which outlines their commitment, standards, and values they expect, of their supplier partners. The Code has been aligned with the Ethical Trade Initiative (ETI) Base Code Guidelines and the International Labour Organisation (ILO) Principles. The Code is continuously reviewed and updated according to industry best practise guidelines.

The Code includes a grievance mechanism for each supplier to clearly display for workers who may need access to a way to report any incidences or breaches of the Code. The mechanism is an email address that has been set up by both businesses. To date, there have been no grievances lodged through the mechanism.

The Supplier Code of Conduct was launched in 2023 and has so far been signed by all Tier One of Deane Apparel and ALS's supply chain.







# TRANSPARENCY & TRACEABILITY

We recognise that without traceability and transparency of our supply chain, it will make it hard for us to identify any potential risks or cases of modern slavery. We are working closely with our product suppliers to help them map their supply chains, to understand where their raw materials are coming from, and where the gaps are.



## Case Study: Deane Apparel Supplier Risk Management

In 2024, our subsidiary, Deane Apparel, undertook a comprehensive Supplier Risk Assessment with the support of sustainability consultants, Go WellConsulting, to enhance transparency and assess potential risks within the supply chain. As part of this process, a Discovery Questionnaire was distributed to all Tier One suppliers (end-product manufacturers) to evaluate their policies, training programs, and standards for mitigating modern slavery risks. Suppliers were also requested to disclose details regarding any subcontractors or partners they engage with.

In addition to the questionnaire, relevant documentation—including social compliance audit reports, certifications, and internal policies—were reviewed to assess the likelihood of human rights or environmental risks occurring within our supply chain.

The 2024 Risk Assessment covered 45 factories across 12 countries, identifying key areas for improvement and opportunities for enhanced supplier engagement. The assessment also highlighted positive supplier initiatives that align with our commitment to reducing modern slavery risks and supporting local communities.

## ONBOARDING NEW SUPPLIERS

We understand the importance of conducting thorough due diligence before commencing any business relationship. In 2024 we have developed a draft process for onboarding new suppliers across the group. This is currently being assessed and will be distributed in the next financial year.

ALSCO UNIFORMS MODERN SLAVERY STATEMENT  
FY24 | 30

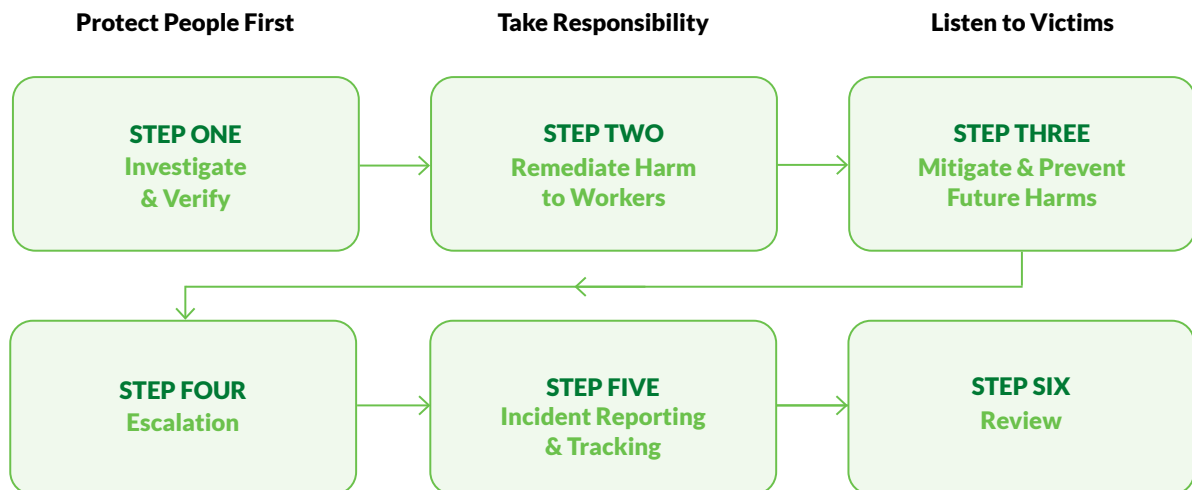
## TERMINATIONS

In 2024, we made the decision to discontinue our relationship with a supplier following reports of labour abuse and poor working conditions for migrant workers within their supply chain. While we prioritise engagement and collaboration to address modern slavery risks and support remediation efforts, we maintain a zero-tolerance approach to non-compliance with our ethical standards. In this instance, the supplier failed to take accountability or implement corrective actions, leading to the decision to terminate our partnership.

## REMEDIATION

We recognise the importance of establishing robust processes and a clear framework to address and remediate any instances of modern slavery identified within our supply chain. Remediation involves implementing measures to prevent future harm, either through direct action or in collaboration with key stakeholders. Our approach prioritises accountability, transparency, and continuous improvement to uphold ethical labour practices.

At AlSCO we have adopted Walk Free's *Response and Remedy Framework* as below, in order to protect vulnerable workers and help investigate any breaches in our standards:



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# ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

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It is difficult to measure the effectiveness of any single action we take towards identifying and mitigating modern slavery. To understand how we are managing the risk of modern slavery, we undertake the below assessments to review the effectiveness of these workstreams.

ITEM	OVERVIEW	MEASURES
<b>Internal Policies</b>	Every two years we undertake a review of internal policies to ensure they meet local and international best practice.	Ensure reviews are made, and each employee has signed and understood each policy.
<b>Red-Flag Reporting</b>	The head of HR from each region receives all reports from Red-Flag.	We monitor the number of reports that are received each year, to track any increase of incidences by region.
<b>Training</b>	Modern slavery training modules are available on our online learning platform.	<p>Employees who have completed the training are asked to do a “Check your learning” quiz and are asked to Agree and acknowledge their part in preventing modern slavery and understanding the risks.</p> <p>We also track the number of employees who have completed the training.</p>
<b>Supplier Code of Conduct (subsidiaries)</b>	Our subsidiary companies and suppliers, Deane Apparel and Australian Linen Supply (ALS) have created a Supplier Code of Conduct to outline key human rights values and standards of our suppliers.	Ensure each supplier has signed and dated the Supplier Code of Conduct. To date, 100% of all Deane and ALS tier one suppliers have signed the Code.
<b>Supplier Grievance Mechanism (subsidiaries)</b>	Our grievance email was included as part of our Supplier Code of Conduct sent out to Deane Apparel and ALS suppliers.	We monitor and review the number of grievances received each year via this platform.
<b>Supplier Audits (subsidiaries)</b>	Deane Apparel and ALS receive annual social compliance audits from each of their suppliers.	We track the number of non-compliances and scores from each audit to review improvements over the year.

# CONSULTATION

**All AlSCO Pty Ltd entities are subject to the same governance structure, policies, and procedures, including modern slavery compliance. Consultation across all entities and regions is extensive and collaborative.**

To ensure all facets of the business were included and represented in our modern slavery work, we facilitated regular check ins with members from AlSCO Uniforms legal, compliance, HR, ESG and finance teams, along with representatives from Deane Apparel, Australian Linen Supply (ALS), Clean Room Garments and Fresh and Clean. Each business unit was required to supply relevant information, data and policies regarding their business activities over the previous financial year for this statement, along with actions they have taken to identify, mitigate or remedy any potential cases of modern slavery.

AlSCO Pty Ltd maintains regular communications with Deane Apparel and ALS regarding supply chain due diligence, due to their supplier/buyer relationship.





# FOCUS AREAS FOR THE NEXT 12 MONTHS

## OPERATIONS

Create Supply Chain Working Group from across the group to review our modern slavery action plan.

Establish our governance structure to include our Supply Chain Working Group.

Develop a **Subcontractor Code of Conduct** for any businesses doing work on behalf of us.

Investigate the policies and procedures each of the suppliers that do work on behalf of us are doing in regard to modern slavery.

Add a modern slavery clause to all operational suppliers' contracts.

Online Training – expand to our subsidiaries, and to all staff.

Increase training in modern slavery for all procurement, supply chain and finance staff.

## SUPPLY CHAIN

Develop an AlSCO **Supplier Code of Conduct**.

Create a **Modern Slavery Policy** for all internal staff.

Undertake human rights due diligence, such as a Supplier Risk Assessment, or social compliance audits for our key suppliers.

Investigate available grievance mechanisms for offshore suppliers.

Develop a remediation process for any cases of modern slavery identified in the supply chain.

Launch our onboarding process for new suppliers.

Assess our cotton supply chain, and work towards traceable cotton.

Develop a stance and definition of what 'living wages' means to us.

Investigate joining other industry groups that are working towards eliminating modern slavery – such as the **Cleaning Accountability Framework (CAF)**.

For Deane Apparel suppliers, develop corrective action plans based on risk assessment results.





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& CLEAN

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UNIFORMS

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