

Modern Slavery Statement

2023 - 2024

Omni Executive Pty Ltd
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INTRODUCTION

This statement relates to Omni Executive Pty Ltd (Omni), covering all fully owned operating companies and business units within Australia for the Omni financial year ending 30 June 2024.

At Omni, we prioritise conducting our business with the highest standards of integrity, whether we are engaging with customers, suppliers, employees, or the communities where we operate. Central to our mission is the unequivocal support for the complete elimination of modern slavery in all its forms.

Modern Slavery encompasses various forms of exploitation, including forced labour, human trafficking, and other severe human rights abuses. We recognise the importance of monitoring and actively preventing these issues throughout our operations. It is our duty to ensure that every individual involved in our business, directly or indirectly, is treated with dignity and respect, free from any form of coercion or exploitation.

Omni is committed to fostering a culture that values diversity and inclusivity, where every person's rights are safeguarded and upheld. Together, we strive to create a world where modern slavery has no place, contributing to a sustainable and just society for all.

Omni strives to foster an inclusive organisational culture where the skills and contributions of every individual are embraced and valued. This commitment is integral to our Omni Code of Conduct, which is underpinned by our Guiding Principles.

This document outlines Omni's initiatives to prevent, detect, and respond to Modern Slavery within our operations and supply chains. It has been endorsed by Omni's Executive Leadership Team and is formulated in alignment with the requirements of the Modern Slavery Act 2018 (Cth).



BUSINESS OVERVIEW

Established in 2012, Omni is a 100% Australian veteran-owned enterprise that supports Australia's sovereign capability and the national interest.

Our team of 400+ personnel draws from a wealth of experience in intelligence, special operations, law enforcement, emergency services, engineering, and aviation. We pride ourselves on our integrity, excellence and innovation, ensuring tailored delivery to our valued clients and creating long-term partnerships in our operations.

Omni has a global supply chain comprising over 100 suppliers across various sectors, including ICT Services & Equipment, Property Services, Logistics, Consulting, Aviation Equipment Manufacturing, Aviation Engineering Services, Marketing & Promotional Goods, Office Suppliers, and Corporate Clothing.



We prioritise partnerships with suppliers who align with our values of ethics, social responsibility, and sustainability.



ASSESSING MODERN SLAVERY RISKS

Omni's supply chain is primarily Australian based, with suppliers and partners also located in the United States and Europe.

Omni has developed a supplier questionnaire to effectively evaluate our suppliers policies and practices. The questionnaire includes:

Supplier Background Questions: These questions gather fundamental details about the supplier, including their name, address, and primary contact person.

Workforce Profile Questions: This section offers an overview of the supplier's workforce composition, encompassing aspects such as the number of female and migrant workers, presence of trade unions, employee turnover rates, and related demographic information.

Policy and Practices Inquiry: These questions aim to assess the supplier's policies and practices concerning forced labour prevention and management. Key areas include the existence of a worker grievance mechanism and measures implemented to address forced labour issues.

Third-Party Labor Practices: This section addresses the supplier's obligations in extending Modern Slavery risk mitigation requirements to lower tiers of its supply chain, ensuring compliance and accountability throughout the supplier network.

Supply Chain Management Questions: These questions focus on the supplier's strategies and procedures for identifying and managing Modern Slavery risks within its supply chain, emphasising proactive risk assessment and mitigation measures.

Additionally, to the questionnaire are the major indicators of Modern Slavery risks as outlined in the Modern Slavery Act 2018 (Cth). This section serves to assist in assessment of our suppliers and supply chains.

1. Sector and industry: Certain sectors and industries may exhibit heightened risks of Modern Slavery due to their inherent characteristics, products, and operational processes.

2. Product and services: Specific products and services may carry increased Modern Slavery risks based on their methods of production, delivery, or usage.

3. Geography: Some regions may present elevated risks of Modern Slavery, influenced by factors such as poor governance, weak rule of law, conflict zones, patterns of migration, and socio-economic conditions such as poverty.

4. Entities: Certain entities may face Modern Slavery risks due to inadequate governance structures, a history of mistreating workers, or records of human rights violations.

5. Indicators of Modern Slavery: A convergence of these indicators may suggest that an individual is in a situation of Modern Slavery, necessitating further investigation and assessment. Specific groups, including women and migrant workers, are particularly vulnerable to being affected by Modern Slavery.

MANAGING MODERN SLAVERY RISKS

To monitor the effectiveness of Omni's efforts in addressing Modern Slavery risks within its operations, Omni has integrated the risks associated with inadequate supply chain management into its formal risk framework. This systematic approach ensures continuous visibility and prioritisation of these risks for Omni's officers and leadership team across its operations. Additionally, Omni actively monitors the external business landscape to anticipate and respond to any changes that could potentially impact its exposure to Modern Slavery risks.

CURRENT INITIATIVES

- Over the past 12 months, Omni has enhanced its supplier onboarding procedures by implementing thorough assessments aimed at identifying high-risk areas for potential slavery practices.
- Omni has developed a Modern Slavery awareness training pack tailored for staff members involved in engaging with and onboarding our suppliers and supply chains.
- Supply chain risks are recorded in Omni's company-wide risk register, which undergoes monthly review by the executive leadership team. Oversight of this process is managed by Omni's Risk Manager.

Continuous vigilance is essential to mitigate modern slavery risks, and Omni will continually enhance and adapt its strategy in this regard. Our focus for the upcoming reporting period will include the following initiatives:

- Strengthening procurement governance and associated policy frameworks.
- Assessing the efficacy of our governance structures.
- Continual engagement with suppliers and partners to combat modern slavery.
- Promoting awareness of modern slavery among Omni's employees.
- Developing a revised Statement on Modern Slavery.



MEASURING MODERN SLAVERY RISKS

Omni evaluates the efficacy of its measures against Modern Slavery by employing robust risk management and oversight practices.

Omni has not identified any instances of Modern Slavery within its operations or supply chain.

Furthermore, Omni remains proactive in raising awareness about Modern Slavery issues among its workforce and suppliers. We are pleased to report that no grievances or whistleblowing incidents related to Modern Slavery have been raised to date. We affirm our dedication to maintaining open channels for reporting and encourage all employees and suppliers to utilise these avenues should concerns arise.

This proactive stance underscores Omni's commitment to ethical practices and compliance with Modern Slavery regulations, ensuring that our operations and supply chain uphold the highest standards of integrity and responsibility.



DECLARATION

Omni Executive Pty Ltd and its fully owned operating companies and business units within Australia affirm their commitment to applying rigorous due diligence across operations and supply chains. We are dedicated to enhancing awareness through adherence to established processes and provision of ongoing training.

Omni continues to advance its action plan, implementing new strategies to support suppliers at risk through our quality and risk programs.

This statement is issued in accordance with the requirements of the Modern Slavery Act 2018 (Cth) and serves as the Modern Slavery Statement for Omni Executive Pty Ltd and its subsidiaries for the fiscal year ending 30 June 2024. Approved by the Omni Executive Leadership Team on 23rd July 2024, this statement is signed by Jon Hawkins, CEO of Omni Executive, as an authorised signatory of the Leadership Team.

Signed



Jon Hawkins

CEO Omni Executive Pty Ltd

July 2024

