

Affinity Education Group

Recruitment Process and Safety Commitments

Enhanced Recruitment Process Overview

Our highest priorities are ensuring safety, delivering best-practice care and nurturing the children we care for. We uphold the highest standards in all aspects of our operations via the employment of qualified, high-quality educators, focused on compliance and safety, as well as quality of care.

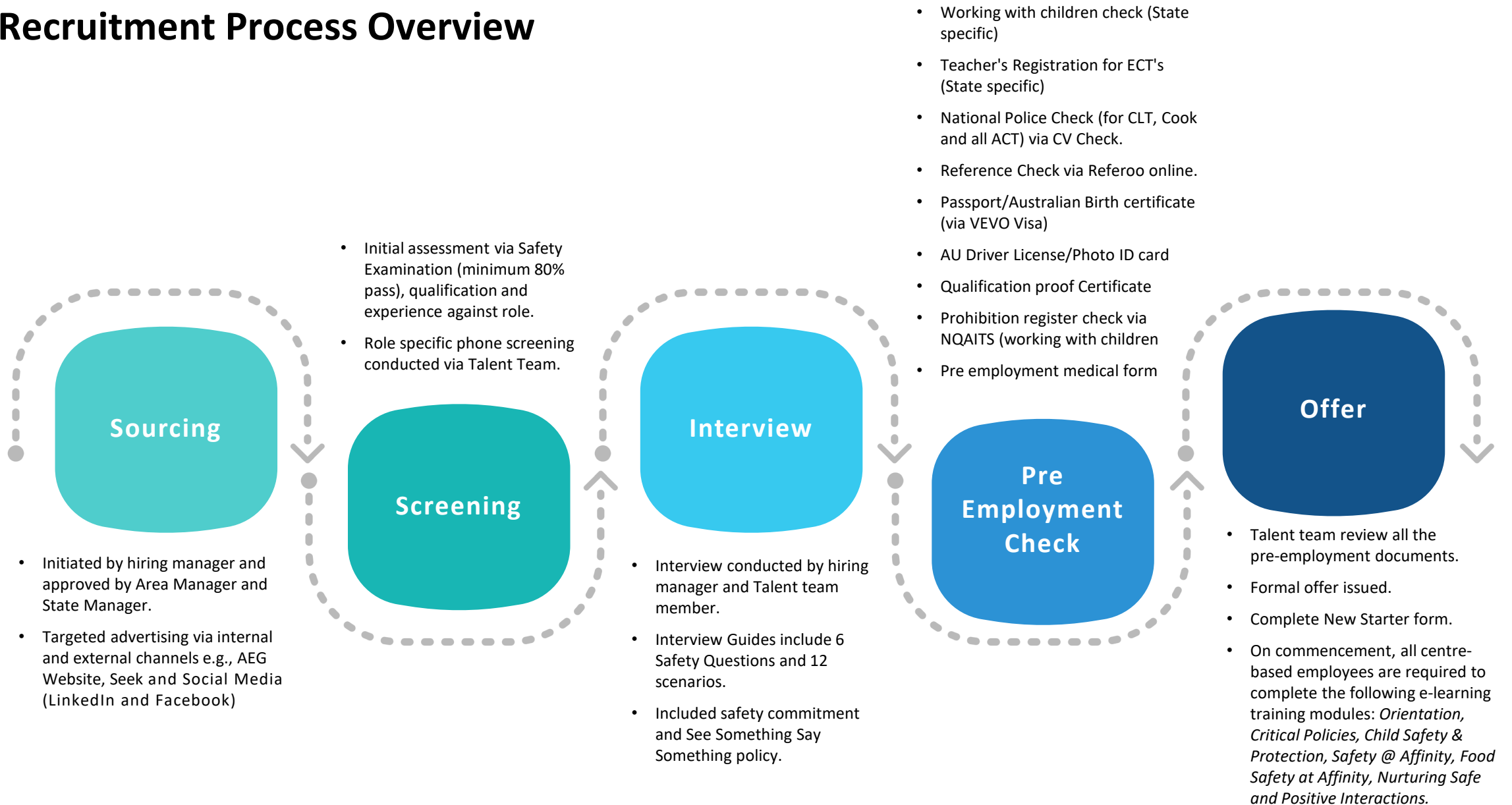
All Affinity candidates undergo rigorous checks in accordance with Child Safe Standards such as:

- Completion of a series of interviews, via phone screening and in person meetings, by experienced staff and recruitment teams. Assessments focuses on employment consistency, amount of time in roles, and any unexplained gaps in employment.
- Completion of questionnaires and surveys to assess knowledge of child safety guidelines and policies with minimum pass rates required to progress to the next stage of recruitment
- Working with Children Check, Police Clearance and Qualification verifications as well as reference checks with previous employers.

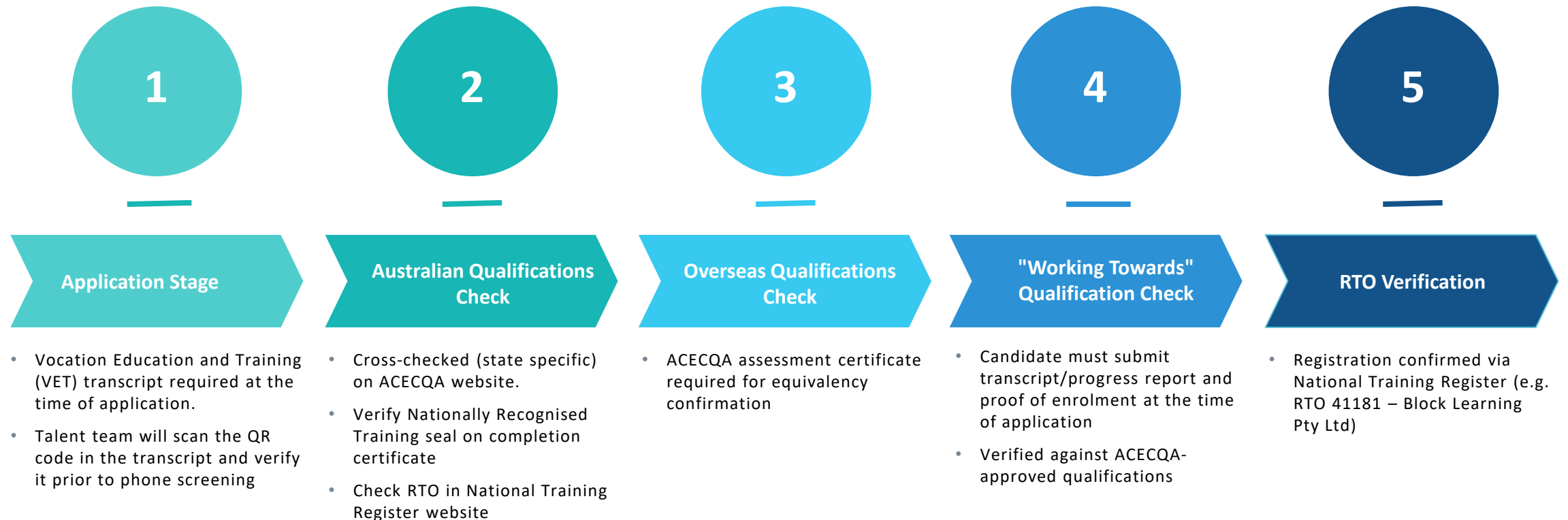
We have committed to refresher mandatory training for every Affinity employee across Australia on child safety policies, practices and legal obligations.

In addition, a number of key steps are also being introduced to address potential red flags such as gaps in employment, moving childcare employers over a short period of time, questionable references, switching industries into Childcare and inappropriate social media.

Recruitment Process Overview



Recruitment Qualification Verification Process



Additional safety commitments

Affinity is introducing a strengthened suite of safety measures, building on our existing protocols already in place, including

- **Fast-tracking the installation of CCTV across all centres** to enhance supervision and safety.
- Seeking **parental preference** regarding who assists their child with **toileting or nappy changes**.
- **Rolling out personal device lock boxes nationally**, following successful trials in NSW, requiring staff to securely store their personal devices before commencing shifts.
- **Refresher mandatory training** for every Affinity employee across Australia **on child safety policies, practices and legal obligations**.
- **Reviewing all centre layouts** to identify and rectify blind spots as well as auditing visibility.
- **Formal consultations** with our teams, parents and regulators on additional safety measures.

These initiatives will further enhance the child safe measures already in place across Affinity's network of centres, including:

- **Personal device ban:** A policy has been in place since 2023 that prohibits personal devices in rooms while working with children.
- **Enhanced employment screening:** All educators and staff undergo relevant checks, including current Working with Children Checks and validation of qualifications, inline with legal and regulatory requirements.
- **Comprehensive Child Safety Policies:** Our Health and Safety Policy outlines our commitment to safeguarding and promoting the physical and psychological health, safety, and wellbeing of all children, families, employees, and visitors.
- **Child Safety and Protection Procedures:** We have clear procedures to assist employees, students, volunteers, and families in understanding and following legislative requirements related to identifying and responding to children and young people at risk of harm, abuse, and/or neglect.
- **Ongoing Training and Education:** Our educators receive regular training on child protection, behaviour management, and ethical responsibilities to ensure they are equipped to provide the highest standard of care.
- **Secure Environments:** We implement safety protocols that go beyond regulatory requirements, including secure entry systems, regular safety checks, and emergency drills, to create a safe and nurturing environment for children.
- **Transparent Communication:** We maintain open lines of communication with families, providing regular updates and being available to discuss any concerns