



## Modern Slavery Statement

### Purpose

The purpose of this policy is to outline the Company's values and approach towards ethical behaviour when conducting business in order to comply with the Modern Slavery Act 2015 (UK) Modern Slavery Act 2018 (NSW).

### Scope

This policy extends to all employees and Directors of Scopesuite Pty Ltd, Scopesuite Ltd and its subsidiaries.

### Background

Modern slavery is a crime and a violation of fundamental human rights. Modern Slavery is in various forms, such as slavery, servitude, forced and compulsory labour and human trafficking. The Company has a zero-tolerance policy in relation to any form of slavery or human trafficking.

### Definitions

**"The Company"** means Scopesuite Pty Ltd, Scopesuite Ltd and its subsidiaries

**"Slavery"** means the condition of a person over whom any or all of the powers attaching to the right of ownership are exercised

**"Servitude"** means the obligation to provide services is imposed by the use of coercion

**"Forced or compulsory labour"** means work or services are exacted from a person under the menace of any penalty and for which the person has not offered themselves voluntarily

**"Human trafficking"** means the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation

### Statement

A potential human rights risk for the Company is the existence of modern slavery within the Company's supply of services and through employment by the Company. Modern slavery has the potential to exist through:

- Slavery
- Servitude
- Forced or compulsory labour
- Human trafficking

The Company's management of modern slavery risks falls within its overall approach to protecting human rights. Company documents outline the Company's approach to establishing the standards of personal and corporate conduct and behaviour in relation to modern slavery. These documents include the Company's Disciplinary Policy.

The Company prohibits trafficking in persons, slavery of persons and recognises the importance of protecting the rights of all people including employees, Directors, communities and those whom may be impacted by its activities, its clients and those within its supply chain. All employees and Directors must not engage in any practice that constitutes trafficking in persons or slavery.

## Prevention of Modern Slavery

The Company is committed to ensuring there is transparency in its business and its approach to modern slavery that is consistent with the Company's disclosure obligations under the Modern Slavery Act 2015 (UK) and the Modern Slavery Act 2018 (NSW) by:

- a) Providing employees an open and transparent grievance process and policy
- b) Maintaining clear policies and procedures preventing exploitation and human trafficking, and protecting the Company's workforce and reputation, including the Company's recruitment policy
- c) Examining supply chains and be clear with key suppliers the Company's expectations regarding the Act
- d) Undertaking appropriate checks on all employees and any recruitment agencies or suppliers
- e) Raising awareness so employees know what the Company is doing to promote their welfare

Employees of the Company must:

- a) Report any actual or suspected slavery - if employees suspect someone is being controlled or forced by someone else to work or provide services, follow the Company's reporting procedure (actions to report Modern Slavery)
- b) Follow the Company's reporting procedure if an employee tells you something you think might indicate they are or someone else is being exploited or ill-treated
- c) Help the Company continuously improve policies and procedures to prevent others from being exploited.

## Identifying Modern Slavery

The following key signs could indicate that someone may be a slavery or trafficking victim:

- Difficultly communicating without assistance/interpretation
- Being fearful and/or distrustful of police/authorities
- Reluctance to disclose their immigration status
- Showing fear/anxiety
- Exhibiting signs of physical and psychological trauma (e.g. anxiety, lack of memory of recent events, bruising, untreated conditions)
- Limited social interaction

## Actions to report Modern Slavery

If an employee or Director suspects, or becomes aware of another employee or Director being exploited or abused, they must:

- Contact authorities (if the person is in immediate danger) or
- Discuss the concerns with the Chief Executive Officer who will decide a course of action which may include contacting the Police

## Responsibilities

All employees and Directors have an obligation to familiarise themselves with, understand and comply with this policy statement.

All employees and Directors are responsible for identifying modern slavery, prevent modern slavery and to conduct business in such a manner that modern slavery is prevented.

The Chief Executive Officer of the Company is responsible for overseeing and implementing the Anti-Slavery Policy across the footprint of the Company and ensure employees and Directors of the Company comply with this policy.

*This statement is made pursuant to the Modern Slavery Act 2015 (UK) and the Modern Slavery Act 2018 (NSW).*

Nathan Gralton

CEO