

Avanade Australia Pty Ltd Modern Slavery Statement 2019-2020

This statement sets out the steps Avanade Australia¹ is taking to identify and mitigate the risks of modern slavery in our business and supply chains. This statement is made by Avanade Australia Pty Ltd ACN 58 093 925 207 with its registered office at 2 Sussex Street, Barangaroo NSW in accordance with the requirements of section 16 of the Modern Slavery Act 2018 (Cth) for the financial year ending 31 August 2020.

¹References to Avanade Australia are to Avanade Australia Pty Ltd 58 093 925 207. References to Avanade are to the wider Avanade organisation.

Introduction: Avanade's Global Business

Avanade is the leading provider of innovative digital and cloud services, business solutions and design-led experiences on the Microsoft ecosystem. With 39,000 professionals in 25 countries, we are the power behind the Accenture Microsoft Business Group, helping companies to engage customers, empower employees, optimize operations and transform products, leveraging the Microsoft platform. Majority owned by Accenture, Avanade was founded in 2000 by Accenture LLP and Microsoft Corporation. Learn more at www.avanade.com.

Avanade Australia Pty Ltd is a wholly owned subsidiary of Avanade Inc, a Delaware registered company. Avanade Australia has approximately 300 employees with offices based in Sydney, Melbourne, Brisbane, Canberra, Perth and Adelaide.

Overview of Avanade Australia's supply chain

Procurement at Avanade

Avanade Australia has a \$21 million supply chain and buys goods and services every year from approximately 229 suppliers.

As Accenture is the ultimate parent owner of Avanade Australia, Avanade relies upon Accenture to manage the majority of Avanade Australia's purchases for goods and services via their existing supplier agreements, in addition to providing access to their overseas network of specialist IT consultant resources. This statement therefore includes actions that Accenture has undertaken in relation to any shared Suppliers. Such Suppliers include technology (telecommunications, software and hardware), professional services (accountants and legal advisors), hospitality and catering services. Avanade continues to work with Accenture to understand the steps that it is taking to ensure that modern slavery and human trafficking are not taking place in any of Accenture's supply chains.

Avanade Australia does, however, maintain some direct contractual relationship with suppliers. Approximately 85% of Avanade Australia's overall procurement spend is on individual contractors supplied onto client projects. This statement includes actions that Avanade has taken with these direct Suppliers..

How Avanade Assesses Risk

Avanade Australia currently assesses our overall risk profile in relation to in our operations and supply chains by referencing several factors, including the geographic location of the Avanade supplier, the industry in which they operate and the nature and value of the goods or service that they provide.

The key risk areas that Avanade has identified, and targeted for increased due diligence, included the following; Workplace, Contingent Labour (through our contractor and recruitment providers) and IT and Telecom. These areas were chosen as having

(1) the highest spend and (2) a greater risk of modern slavery in relation to six key indices: child labour, decent wages, forced labour, migrant workers, modern slavery, trafficking on persons.

We monitor the potential risk of employment practices and workplace environments around the world, specifically in relation to our group company members located throughout Asia and we are committed to taking appropriate action if we identify concerns.

As and when travel restrictions relating to COVID 19 ease, travel costs (particularly with airlines, hotels and other travel services providers) may increase as a potential risk for Avanade Australia and Accenture Australia which we will investigate further in coming years.

Avanade actions to assess and address these risks

Avanade's Commitment to Human Rights

Avanade is committed to support and respect internationally proclaimed human rights.

Avanade's commitment to doing business ethically and legally is the foundation for the company's global culture, which is shaped by our five core values:

- We Believe Everyone Counts
- We Act with Integrity and Respect
- We Change Things for the Better
- We Innovate with Passion and Purpose
- We Deliver with Excellence

This commitment is manifested in Avanade's Code of Business Ethics and its compliance programmes. Our approach is based on a framework to ensure we meet our legal obligations and human rights commitments. This framework includes the visible support of our senior leadership, regular risk assessments, written standards and controls (including global and local policies), ongoing training and communications, and auditing, monitoring and response procedures.

We have zero tolerance for violations of applicable law. "We Act with Integrity and Respect" means fostering a trusting, open and inclusive environment within the company and treating each person we deal with in a manner that reflects Avanade's values. This core value underpins Avanade's commitment to the elimination of slavery and human trafficking. We expect all our people to treat each other, and those we deal with, respectfully and with dignity. We do not tolerate physical violence, threats, corporal punishment, mental coercion, verbal abuse, disrespectful behavior, bullying or harassment of any kind.

We actively encourage our people to raise ethical and legal concerns, including any concerns about human rights issues, and we make multiple channels available for them to do so - including anonymously, where legally permitted. We also stress that we have zero tolerance for retaliation against anyone who speaks up in good faith. Avanade investigates any potential human rights breach it becomes aware of and seeks to appropriately remedy or mitigate those breaches.

Avanade's Code of Business Ethics

Avanade is committed to conducting its business free from unlawful, unethical or fraudulent activity. Suppliers are expected to act (and to procure that any Individual acts) in a manner consistent with the ethical and professional standards of Avanade as set out in the Avanade Code of Business Ethics which can be viewed at: <https://www.avanade.com/en-gb/utility/code-of-business-ethics>

Avanade has established reporting mechanisms and prohibits retaliation or other adverse action for reporting violations of these standards. Serious concerns can be reported by calling the Avanade Business Ethics Line at 1800 8903 774, available 24 hours a day, seven days a week (charges can be reversed) or by visiting the encrypted website at: <https://www.financial-integrity.com/avanadebusinessseuline.jsp>

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Supplier Code of Conduct

More broadly, the relationship between Avanade and our suppliers is a critical component of our support for human rights.

Consistent with Avanade and Accenture's standard procurement process, we require all suppliers to comply with the Accenture global Supplier Standards of Conduct or to make an equivalent commitment.

These Standards reflect our core values, our ethical principles and our commitment to human rights. They set out clearly the labour standards that Accenture and Avanade suppliers must adhere to, particularly in relation to slavery and human trafficking.

Assessing the effectiveness

The actions taken by Avanade have been effective in enabling Avanade Australia to identify and mitigate any potential risk of modern slavery and human trafficking in its operations and supply chain.

Avanade in conjunction with Accenture (we) continue to engage with key suppliers around the world to understand and assess their strategies around combatting modern slavery and human trafficking.

We have increased due diligence efforts on those industry areas that we consider to be higher risk for us.

We recognise that there is real value in an open and transparent dialogue with our key suppliers, and that no single business can tackle the problem alone.

As part of our wider risk-management processes, and consistent with our commitments under the UN Guiding Principles, we regularly conduct appropriate due diligence assessments within our global organisation to review our employment practices and workplace environments around the world, and we are committed to take appropriate action if we identify concerns.

We have also engaged a specialist global firm to provide a continuous monitoring service whereby Accenture Australia is notified of any credible report of supplier engagement in human trafficking or other prohibited activities and they are now monitoring all Accenture suppliers in Australia (approximately 1,500 companies).

Our ongoing commitment

Avanade Australia is always looking to improve in this area and it continues to review its human rights efforts, as well as best practices in the marketplace, to understand how we can further strengthen our commitment to ensure modern slavery and human trafficking are not taking place within our organization or our supply chains.

Board of directors approval

The board of directors of Avanade Australia has approved this statement to be signed on its behalf by Mac Ghani as its designated director and the information in this statement is accurate as of [Insert date] 2021.

Signed for and on behalf of
Avanade Australia Pty Limited

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Mac Ghani
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Mac Ghani

General Manager and Director,
Avanade Australia Pty Ltd



About Avanade

Avanade is the leading provider of innovative digital and cloud services, business solutions and design-led experiences on the Microsoft ecosystem. Our professionals bring bold, fresh thinking combined with technology, business and industry expertise to help make a human impact on our clients, their customers and their employees. We are the power behind the Accenture Microsoft Business Group, helping companies to engage customers, empower employees, optimize operations and transform products, leveraging the Microsoft platform. Avanade has 39,000 professionals in 25 countries, bringing clients our best thinking through a collaborative culture that honors diversity and reflects the communities in which we operate. Majority owned by Accenture, Avanade was founded in 2000 by Accenture LLP and Microsoft Corporation. Learn more at www.avanade.com.

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