

illion Modern Slavery Statement



About illion

Illion, now an Experian company, is a leading data and analytics company, providing information and insights for businesses and consumers, with operations in Australia, New Zealand, the United Kingdom, and USA. Our vision is to bring data and analytics to life to solve problems for our customers.

Our market leading data solutions and unique insights enable organisations to make confident decisions across the entire customer lifecycle – from customer prospecting, credit originations and identity verification to on-going customer management and digital debt collection solutions.

By integrating and optimising our vast store of consumer and commercial credit risk and data assets, we offer off-the-shelf or bespoke solutions that support new customer targeting, ID and company verification, risk assessment, exposure management and collections optimisation.



FY2024 Annual Statement

The illion group of companies (together, **we, us, illion or illion group**) acknowledges that modern slavery is a crime and a violation of fundamental human rights. We are committed to conducting our business and all our relationships based on integrity, and we join the global response to eradicate the many forms of modern slavery by addressing the risks of modern slavery in our operations.

This Modern Slavery Statement is made pursuant to section 13(1) of the *Modern Slavery Act 2018* (Cth). It is made by Credit Data Solutions Pty Ltd ACN 606 370 576, an Australian proprietary limited company that is the ultimate holding company of the illion group. This annual statement covers the reporting period 1 July 2023 to 30 June 2024.

The illion group shares the same governance framework, the same set of policies, and code of conduct. This Modern Slavery Statement is therefore a consolidated description of the actions taken to address modern slavery risks by the illion group and is issued as a group statement on that basis.

On 1 October 2024, the illion group was acquired by Experian plc. Further details regarding the acquisition can be found [here](#). The businesses are in the process of integrating.

This annual statement is made by the Board of Directors of Credit Data Solutions Pty Ltd. It covers the period where the illion group was managed by the previous Executive Management Team and Board of Directors of the illion group.



Andrew Black
Chief Executive Officer, Experian A/NZ

Organisational structure and operations

Structure

illion is headquartered in Melbourne with approximately 465 employees in eight offices in Australia and overseas.

The illion business operates through a number of different legal entities and share the same shared services teams (including finance, procurement, legal, people and culture etc).

Governance framework





Our governance framework comprises:

- Our Code of Conduct
- Our Policy Framework

Our Code of Conduct

illion is a data and analytics company and through powerful insights, we enable organisations to face the future with confidence (our Purpose). To achieve our Purpose, our Code of Conduct sets out the Values and standard of conduct and behaviour expected from illion team members in the workplace, and when representing illion externally.

illion expects all team members, including employees, contractors and sub-contractors to comply with the Code of Conduct and strive to model our Values at all times when delivering our Purpose.

 Wonder what if	 We're good eggs	 We all add up	 Human. Kind
<ul style="list-style-type: none">• Be open to new ideas and possibilities• Seek out a diverse range of perspectives and ideas to evolve thinking• Ask questions to learn	<ul style="list-style-type: none">• Speak up when things don't feel right• Strive for optimal outcomes for all• Reflect on feedback and endeavour to do better	<ul style="list-style-type: none">• Collaborate and share ideas and knowledge• Value diversity of thought and leverage the strength and expertise of others• Respect others' priorities and commitments	<ul style="list-style-type: none">• Be kind and communicate in ways that raise others' self esteem• Show respect in all interactions• Consider the implications of what we do on others and seek their input

At illion, everyone is also encouraged to speak up if something does not seem or is not right, either to their leader or another leader or escalate to a member of the Executive Leadership Team, so that it can be appropriately addressed.

We also have a Whistleblower Policy in place should an employee wish to notify of any matters that constitute reportable conduct (which includes any misconduct or an improper state of affairs including any breach of legislation or suspicion of modern slavery).

Our Code of Conduct requires that illion employees comply with all applicable laws and regulations, and to follow illion policies. Any illion employee who violates our standards may be subject to disciplinary action which may include termination of employment.

Our Policy Framework

Our Values and the behaviours that underpin them are supported by a range of policies - such as anti-modern slavery, procurement (including vendor onboarding, risk assessment and monitoring), environmental and sustainability, conflict of interest, information security, privacy, anti-bribery and corruption, anti-discrimination, harassment and bullying, work health and safety, equal employment opportunity, diversity and inclusion, recruitment, corporate social responsibility, grievance and complaints, and whistle blower policies - which form the basis of our dealings with employees, contractors, customers, suppliers and other third parties.

The policy framework sets out clear and accountable management policies and practices of illion. Our policies are reviewed regularly to ensure they remain relevant and reflect our Purpose and our Values.

The policies cover the illion group of companies.

Operations

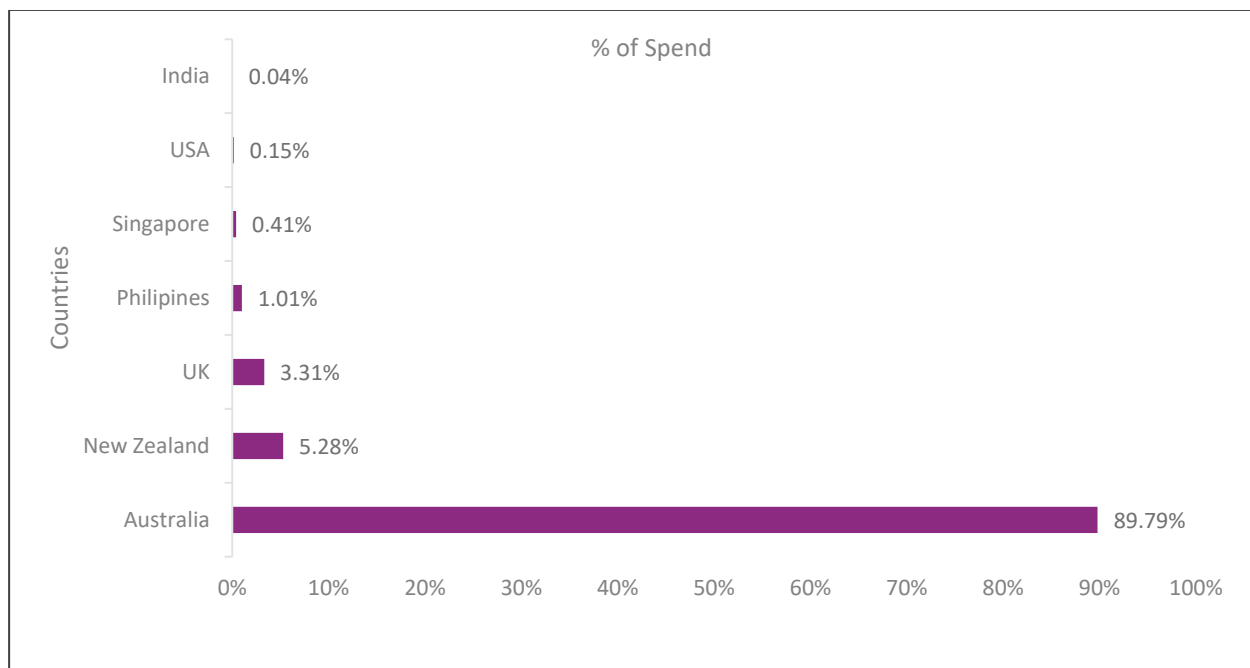
Our Supply Chain

illion is committed to socially and environmentally responsible procurement and acknowledges that this responsibility extends beyond our own operations and into our supply chains. illion sets high standards for the way we do business, so our suppliers and customers have clear expectations about the way we conduct business.

At illion, how we do business and support our customers is just as important as the business outcomes. We take our duty to operate our business responsibly seriously and we expect our suppliers to do the same. illion has contractual arrangements with its key direct suppliers.

In the reporting period, we engaged directly with 319 suppliers across various sectors including technology, computer hardware, software, telecommunications, professional services, specialised data and non-core activities (such as office services, travel and employee related matters).

The bulk of services illion procures are predominantly provided within low modern slavery risk countries in Australia and New Zealand. The following countries are source countries for these products and services:



Risk Management and Due Diligence

Approach

illion adopts a risk-based approach to the assessment of modern slavery risks in its business operations and supply chain.

Suppliers

Our Supplier Code of Conduct

The illion Supplier Code of Conduct is based on – a set of social, environmental and ethical industry standards in line with international norms and standards including the:

- Universal Declaration of Human Rights
- ILO International Labour Standards
- OECD Guidelines for Multinational Enterprises
- ISO Standards Australia standards

It forms part of our approach and policy framework to address and manage modern slavery risks in our supply chain.

Our suppliers are required to read and adhere to illion's Supplier Code of Conduct, which is available [here](#). A supplier's ability to meet the requirements in the Supplier Code of Conduct forms part of our

selection criteria.

Where appropriate and possible, we secure suppliers' contractual compliance with our Supplier Code of Conduct.

Contracts Uplift

Our standard supplier contracts contain anti-modern slavery provisions which require suppliers' compliance with modern slavery laws and assist illion with:

- Ensuring supplier's employees, contractors, and sub-contractors are aware of modern slavery risks through training
- Taking reasonable steps to monitor and notify illion of any modern slavery compliance issues in their supply chain
- Providing information to inform illion's assessment, reporting and compliance with modern slavery laws

Where reasonably practicable and possible, we obtain contractual audit rights to inspect supplier's premises and records. We may also request suppliers to provide evidence of its compliance with illion's Supplier Code of Conduct and anti-modern slavery laws.

We are continuing to update our existing supplier contracts with modern slavery provisions and audit rights (where reasonably practicable) as and when they are due for renewal.

Due Diligence

We conduct due diligence prior to the engagement of a new supplier and on contract renewal of our existing suppliers to assess how they contribute to illion's modern slavery risks. Our objective is to understand the supplier's business operations, labour practices and policy framework, to determine if the supplier represents a risk of non-compliance with laws, including anti-slavery laws, and with illion's policies.

As part of the decisioning process in awarding contracts to our supply chain, illion assess suppliers against six categories of risk. The risk categories include:

- Labour Practices
- Lines of Business
- Regions of Operations
- Policies & Procedures
- Security & Privacy
- Environmental practices

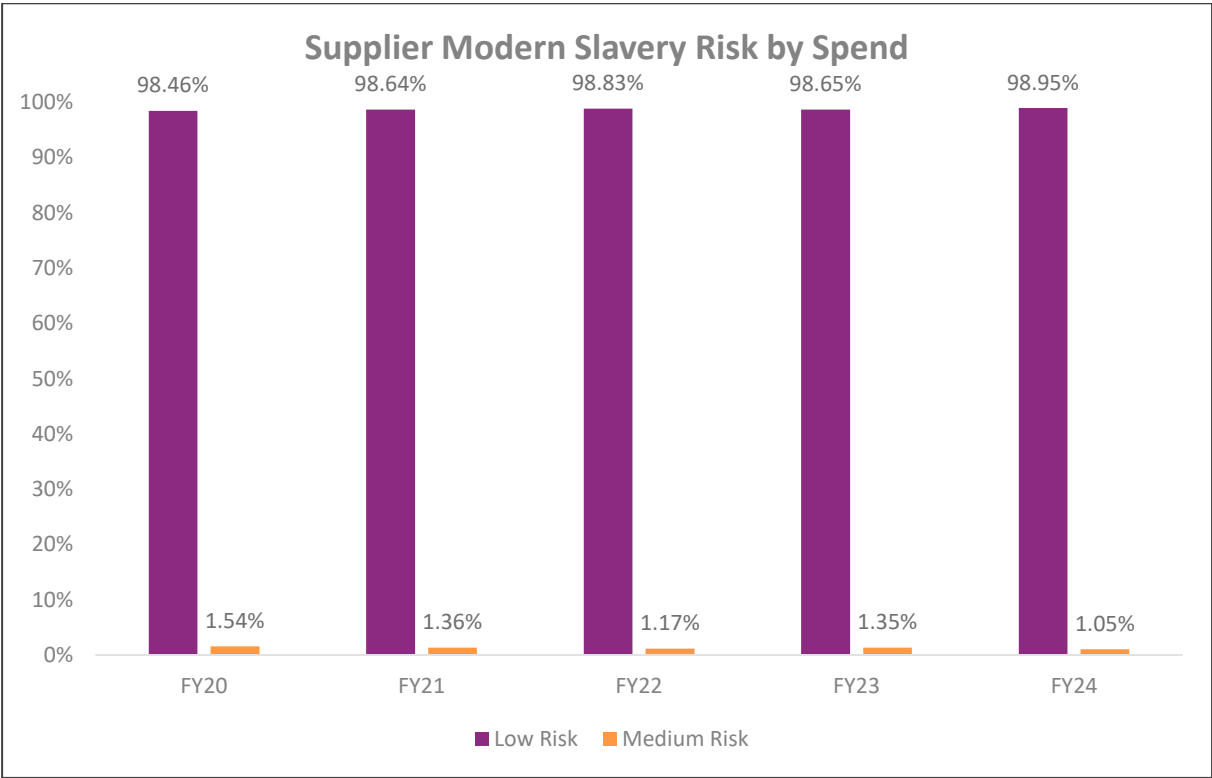
We use a mix of screening, including questionnaires, quarterly meetings, onsite audits (where necessary), desk-top documentary review, checks with public records, media, litigation/adverse findings, criminal, financial, bankruptcy, and PEP and sanctions checks (as appropriate), that cover the supplier's parent company and related parties. We review a supplier's contract compliance in regular meetings.

In particular, we seek to understand whether a supplier has established standards and procedures to tackle and remediate modern slavery in its own supply chain and if its employees and contractors are held accountable for non-compliance.

Our Assessment

To gain a more in-depth view of its risks to modern slavery, illion completes a risk based modern slavery assessment on its top 200 suppliers on an annual basis. The FY24 assessment finds that 98.95% of illion’s key supplier spend was in the low-risk category. There was a small number of suppliers (two or 1.05% of the spend) that, due to their geographical location or type of business, were rated as a medium risk.

In FY24, 10 new suppliers were added to illion’s top 200 supplier list. All 10 suppliers were categorised as low risk.



Employee Checks

Our employees are required to comply with our codes and policies which require them to act lawfully, ethically and with integrity, and to raise any compliance and ethics concerns.

We ensure that no underaged people are employed within our company.

All new employees are subjected to the following strict hiring policies and processes devised by the business in conjunction with the People & Culture team and subject to Business Unit Leaders input and review, including:

- Mandatory police check for all employees
- Mandatory work rights (visa) checks for all employees
- Mandatory employment reference checks for all employees
- Conflict of interest reviews before making an offer of employment

Remediation

Supplier Monitoring and Risk Assessment

illion implements a risk-based supplier assessment approach and monitors suppliers based on their modern slavery risk profile. This includes performing due diligence on any new suppliers that are added to the list during the year, as well as monitoring the existing suppliers for risks, with a particular focus on medium-risk suppliers (there are no high-risk suppliers). When a situation of non-compliance with modern slavery or our Supplier Code of Conduct is identified, or a supplier finds it difficult to undertake appropriate measures, we require the supplier to report and share compliance issues with the relevant representative of illion. Suppliers may contact illion to discuss any compliance issues at procurement@illion.com.au. No compliance issues were raised by suppliers for the reporting period.

illion is committed to collaborating with suppliers to help them to develop and implement corrective action plans to address any issues. In cases of repeated, non-conformance, illion will regard such conduct as a serious failure to adhere to our Supplier Code of Conduct, potentially leading to the termination of supply contracts.

Our supplier risk assessment has not identified any suppliers in the 'high' risk category, nor has it revealed any significant changes in the risk profile of our suppliers.

Reporting and Effectiveness

illion assesses the effectiveness of the actions it is taking to assess and address the risks of modern slavery practices in its operations and supply chains in the following ways:

- Where reports are made through our grievance or notification mechanisms, it indicates that our mechanisms are effective in bringing issues to light for illion's attention and for the opportunity to remediate.
- Regular risk assessment of key suppliers ensures continued monitoring and management of supplier compliance.
- Where suppliers are identified in our supplier audits as operating in high-risk industries or regions, these high-risk suppliers will be flagged for high care management, and we consider this as a means of addressing illion's modern slavery risks.

Consultation with Owned or Controlled Entities

The business and illion group companies share the same policies and shared services functions (including a centralised procurement function).

Procurement and legal regularly liaises with other management and operational teams across the illion group of companies and the businesses that operate through them.