

## MODERN SLAVERY STATEMENT

In accordance with the Modern Slavery Act 2018, this statement outlines the steps that Adactin has taken and is continuing to take, to assess and reduce risks of modern slavery within our business, and our plans for review and improvement.

### INTRODUCTION

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Adactin recognises that it has a responsibility under the Modern Slavery Act to take a strong approach to reject any forms of modern slavery and human trafficking. We are committed to promoting ethical business practices and policies that protect workers from being abused and exploited, both in our own business.

Adactin is committed to limiting the risk of modern slavery occurring in our business, ensuring there is transparency in our business and in our approach to tackling modern slavery.

We expect our employees and clients to share our commitment to help ensure modern slavery does not exist in our business.

### Who we are

Adactin is a leading ICT consulting company, dedicated to world-class Quality Assurance (QA), Software Development, Data Analytics, Digital Transformation & Integration, Project Management and Business Analysis services and ICT training programs. At Adactin we see today's world through the ever-changing technology lens hence making us a preferred IT Managed Service Provider so our client can concentrate on their main line of business and leave the technology to us.

Adactin has been providing IT solutions across the Australian market over a decade and have successfully delivered exceptional results in complicated frameworks for our clients, both in Government and Private Sector.

We are tremendously growing in NSW, ACT and Victoria regions in Australia and Offshore.



## IDENTIFYING RISKS OF MODERN SLAVERY

Adactin undertakes various risk assessments of our services and solutions business.

### Our operations

We believe there is no risk of modern slavery in our directly employed workforce, as the labour market in Australia is highly regulated, strict regulations apply to skilled workers such as software engineers, developers, project managers etc. Adactin complies to all rules and regulations as per ISO and Fair Work protocols.

Our modern slavery management training and procedure details processes and communication pathways for employees, and clients, to disclose misconduct in our business without recrimination.

### Our clients and their business

A significant number of our client's operations are based in Australia. We believe these clients have a lower risk of modern slavery occurring in their business, as their operations are Australian based, they are required to comply with the Modern Slavery Act.

### Our Governance Framework

Adactin has a corporate governance framework and as part of our commitment to informing our employees and clients about modern slavery risks, we undertook a review of our standard agreements and processes to ensure that we have the correct methods in place to meet our modern slavery compliance.

## FUTURE DEVELOPMENTS

In our upcoming reporting year, we aim to continue to revise and develop our approach to modern slavery compliance to build capacity and awareness within our business to monitor and act on modern slavery risks.

### Awareness Raising Program

Adactin aims to raise awareness and strengthen our understanding of the risk of modern slavery within our business by:

- Employees: Raise awareness of Modern Slavery through internal communication and internal training programs.
- Social Media Campaigns: Use platforms like LinkedIn, Facebook, and Instagram for campaigns to spread awareness by sharing real-life stories or informative graphics about modern slavery.
- Code of Conduct: Introduce anti-modern slavery policy and guidelines into the Employees' code of conduct, focused on a zero-tolerance approach.

### Corporate Governance

Adactin will continue to review our policies and procedures to ensure that we have governance methods in place to meet our modern slavery compliance requirements.

### BOARD APPROVAL

This statement has been approved by Adactin's Board of Directors.

Signed:

Date: 10.10.2024



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Sapna Bhatia  
(COO, Advisory Board Member of Adactin)