

# Modern slavery statement

H & R Block Limited ACN 064 268 800

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## Introduction

- 1 We are committed to ensuring there is transparency in our business and in our approach to tackling modern slavery throughout our supply chains.

This statement, which is intended to meet the requirements of the *Modern Slavery Act 2018* (Cth), describes the steps taken by H&R Block Limited ACN 064 268 800 (**H & R Block Australia, we, us, our**) during the financial year ending 30 June 2022 to seek to minimise the risk of modern slavery occurring in our business and supply chains.

## Business overview

### Our structure and operations

- 2 H&R Block is a tax services organisation operating in the United States, Canada, India and Australia. H&R Block, Inc. is the US-based head company of H&R Block and is the ultimate holding company of H&R Block Australia.
- 3 All of H&R Block's Australian operations are undertaken through H&R Block Australia. H&R Block Australia is Australia's leading tax services company. We prepare all types of tax returns, including individual, sole trader, partnership, trust, SMSF, and company returns. We also provide a broad range of small business accounting services, including bookkeeping, BAS preparation, entity set up (company, trust, SMSF), financial statement preparation, tax planning and advice.
- 4 Our workforce consists of approximately 780 year round staff, and up to 2,500 staff at peak tax season, in 388 offices across Australia. We do not directly employ anyone outside of Australia.
- 5 H&R Block Australia does not own or control any other entities.

### Our supply chains

- 6 As a professional services business, our supply chain primarily includes the purchase of products and services needed for our day-to-day operations including:
  - (a) information technology and communications;
  - (b) property services (including facilities management, utilities, cleaning, waste management and security);
  - (c) consulting services;
  - (d) marketing services;
  - (e) print and promotional goods;
  - (f) office supplies; and
  - (g) corporate clothing.

## Modern slavery risk assessment and management

- 7 As a professional services firm, we consider the risk of modern slavery within our direct business operations to be low. However, we recognise that through our supply chain and customers, we can be indirectly exposed to the risk of modern slavery.
- 8 We have adopted a risk-based approach to modern slavery due diligence and have focused on our immediate suppliers within our supply chain. The main risk area we have identified is in relation to our office fitouts, as a lot of the computer equipment, furniture, carpet and partitioning is produced overseas.
- 9 Our approach to preventing and mitigating the risk of modern slavery in these areas is set out as follows:
- (a) We deal with reputable businesses within Australia and internationally; All new recurring suppliers provide their slavery policy if available during supplier onboarding set up.
  - (b) Our Code of Business Ethics and Conduct (**Code**) reinforces our commitment to legal and ethical business conduct. We expect all of our associates and business partners, including our suppliers, to comply with the Code; and
  - (c) We provide a number of secure channels, including through our confidential Whistle-blower facilities, for individuals to ask questions and report violations of the Code, which may include, for example, instances of modern slavery. We also have a formal process in place for investigating any such reports as soon as reasonably possible. Depending upon the nature of the alleged violation, the investigation and any corrective action may be handled by H&R Block's Chief Ethics Officer, the relevant manager, the H&R Block Australia ethics contact or by a member of another appropriate department. In some cases, we may engage outside parties to assist with the investigation.
  - (d) We have arranged for our purchasing staff to participate in an online Modern Slavery awareness training course.

## Assessing our effectiveness in combating modern slavery

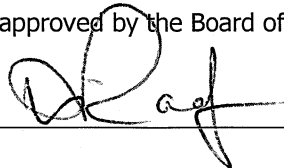
- 10 We measure how effective we have been to ensure that modern slavery is not taking place in any part of our business or supply chains using various metrics which have been summarised in the following table:

Action	Metric	Details
Reporting and monitoring mechanisms	Number of people who reported issues concerning modern slavery Number of reported issues escalated to the Board of Directors	No reports of modern slavery were made to H&R Block Australia regarding our own practices or those of our suppliers during the financial year ended 30 April 2021.

## Oversight and governance

This statement was approved by the Board of Directors of H & R Block Limited ACN 064 268 800 on 20<sup>th</sup> December 2022

Signature



Timothy Raaff (Director)

Name of authorised signatory