



2024

**Modern Slavery
Statement**



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About this Statement

Iress Limited submits this statement as a 'Joint Statement' pursuant to section 14 of the *Modern Slavery Act 2018* (Cth) (**Australian Act**). Iress' reporting entities in Australia for the purpose of the Australian Act are Iress Limited (ACN 060 313 359) and its subsidiaries Iress Wealth Management Pty Ltd (ACN 095 619 837) and Iress International Holding Pty Ltd (ACN 164 903 735).

Iress FS Limited (Company Number 02958430) is a commercial entity registered in the UK for the purposes of the *Modern Slavery Act 2015* (UK) (**UK Act**). Iress Limited submits this joint statement on behalf of Iress FS Limited pursuant to Section 54 of the UK Act.

The terms "Iress", the "Company", "Group", "our business", "organisation", "we", "us", and "our" refer to Iress Limited include all reporting entities in Australia and the UK, and all wholly operated subsidiaries as set out on page 124-125 of Iress' [2024 Annual Report](#), unless otherwise stated.

This statement is for the calendar year ending 31 December 2024 (the reporting period, FY24). All references to currency are in Australian dollars.

Our 2024 reporting suite

For further disclosure information, including the 2024 Annual Report, refer to our Report and Investor pages at iress.com.

Feedback

For any questions or comments about this statement, please complete the [contact form](#) on our website.

Acknowledgement of Country

We pay our respects to the Traditional Owners of the lands where we work as well as across the lands through which we travel. We recognise Indigenous Peoples' continuing connection to land, place, waters and community. We pay our respects to their cultures, Country, and Elders past and present.

Introduction

This is Iress' fifth Modern Slavery Statement (MSS). The MSS sets out the steps taken by Iress to identify and reduce the risks of Modern Slavery (MS) in our business and supply chain. It also illustrates our efforts to manage these risks during the reporting period.

It addresses the reporting requirements under both the Australian Modern Slavery Act 2018 and the UK Modern Slavery Act 2015. Refer to Appendix A for an overview of where the mandatory criteria for each Act has been addressed.

About Iress

Iress is a leading technology company, designing and developing software and services for the financial services industry. Iress operates across Asia Pacific, the United Kingdom & Europe, Africa and North America. Our values inform everything we do.

In April 2023, Iress introduced a refreshed strategy and embarked on an 18-month transformative journey to enhance its strategic direction and performance. The transformation program has now been successfully completed, delivering significant value through strategic restructuring, disciplined cost management, standardised pricing and product innovation. These efforts have driven strong FY24 financial results and significant earnings improvement.

By reshaping our business into a leaner, more focused organisation, the financial and operational risk profile has reduced. Our efforts to mitigate modern slavery risk have continued during the transformation period, however due to the significant organisational changes, progress in some areas has stalled. In the coming reporting period, our actions and modern slavery framework will be reviewed to ensure its appropriateness for the business on a continuing basis.

Our values



Go beyond

We dream big and nothing is off the table. From our people, to our market-leading ideas and how we connect with and deliver for our customers; a growth mindset is part of our fabric.



Act smart

We act with integrity, ensuring there are no surprises. We use our collective knowledge to strive for excellence while delivering industry-leading software and services that consistently impress our customers.



Win together

We're one team that has each other's back. We bring our A-game, take ownership and follow up; with our shareholders, customers and community always at heart.

Our structure, operations and supply chains

Iress is a public company incorporated in Australia and listed on the Australian Securities Exchange (ASX:IRE). It is the ultimate parent in the Iress Group (“Group”) and its subsidiaries fall under the one management structure and operate under the same policies and governance arrangements.

Our clients range from small retail to large institutional businesses across the financial services industry. Our technology sits at the centre of our clients’ businesses, supporting their core operations with essential infrastructure and functionality, helping them to deliver to their clients and customers.

As a result of a strategic review undertaken in the transformation program, Iress has divested non-strategic assets and is focussed on driving growth in two businesses: Trading & Global Market Data and Wealth Management.

	Software		Clients
Financial advice	Integrated financial advice software including: <ul style="list-style-type: none"> → client management → business automation → portfolio data → research → financial planning tools 	<ul style="list-style-type: none"> → digital advice solutions → digital client solutions → data-driven business analytics → regulatory obligations management → revenue and payments 	<ul style="list-style-type: none"> → Institutional and independent advisory, superannuation funds
Trading and market data	Global market data and trading software including: <ul style="list-style-type: none"> → market data → trading interfaces → order & execution management → smart order routing → FIX services 	<ul style="list-style-type: none"> → portfolio management → analytical tools → algorithmic trading → market making → post trade solutions → trading and market data APIs 	<ul style="list-style-type: none"> → Institutional sell-side brokers, retail brokers, and online brokers
Investment management	Global investment management and trading software including: <ul style="list-style-type: none"> → portfolio management → order and execution management services → FIX services → analytical tools → connectivity 	Integrated software solutions including: <ul style="list-style-type: none"> → market data → order management → portfolio management → client relationship management → wealth management 	<ul style="list-style-type: none"> → Investment managers, investment platforms, fund managers, private client advisers and managers, wealth managers, and retail platforms
Superannuation¹	Superannuation administration software including: <ul style="list-style-type: none"> → fund registry → digital member portal 	Insurance and pension sourcing software including: <ul style="list-style-type: none"> → quoting → comparison → application processing 	<ul style="list-style-type: none"> → Superannuation funds
Product comparisons	Mortgage intermediary software including: <ul style="list-style-type: none"> → mortgage comparison → mortgage advice → lender connectivity 	Insurance and pension sourcing software including: <ul style="list-style-type: none"> → quoting → comparison → application processing 	<ul style="list-style-type: none"> → Mortgage intermediaries, Institutional and independent advisory

1. Superannuation business sale to Apex announced on 20 January 2025 with expected completion in Q2-25.

Iress in numbers

09

Countries

1,635

people globally

\$626.1M

in revenue

\$130M

in procurement
spend

1,251

Tier 1 (direct)
suppliers

Further disclosures about the composition of our workforce are available in the 2024 [Sustainability Databook](#).

Our supply chain

In 2024 Iress' total procurement spend was \$130M across 1251 suppliers. The number of suppliers has reduced by 35% compared to 2021, as a result of disciplined cost management and divestment of non-strategic business units. We expect further reductions in 2025, particularly as a result of the divestment of our Superannuation and QuantHouse businesses¹.

Our supplier arrangements range from one-off purchases through to multi-year contract agreements, with direct suppliers ranging from small businesses to large multinational corporations. We apply a risk-based approach to supplier management, including focus on critical suppliers. Critical suppliers are determined using a matrix approach which considers different factors and sources of risk with an overlay of material spend.

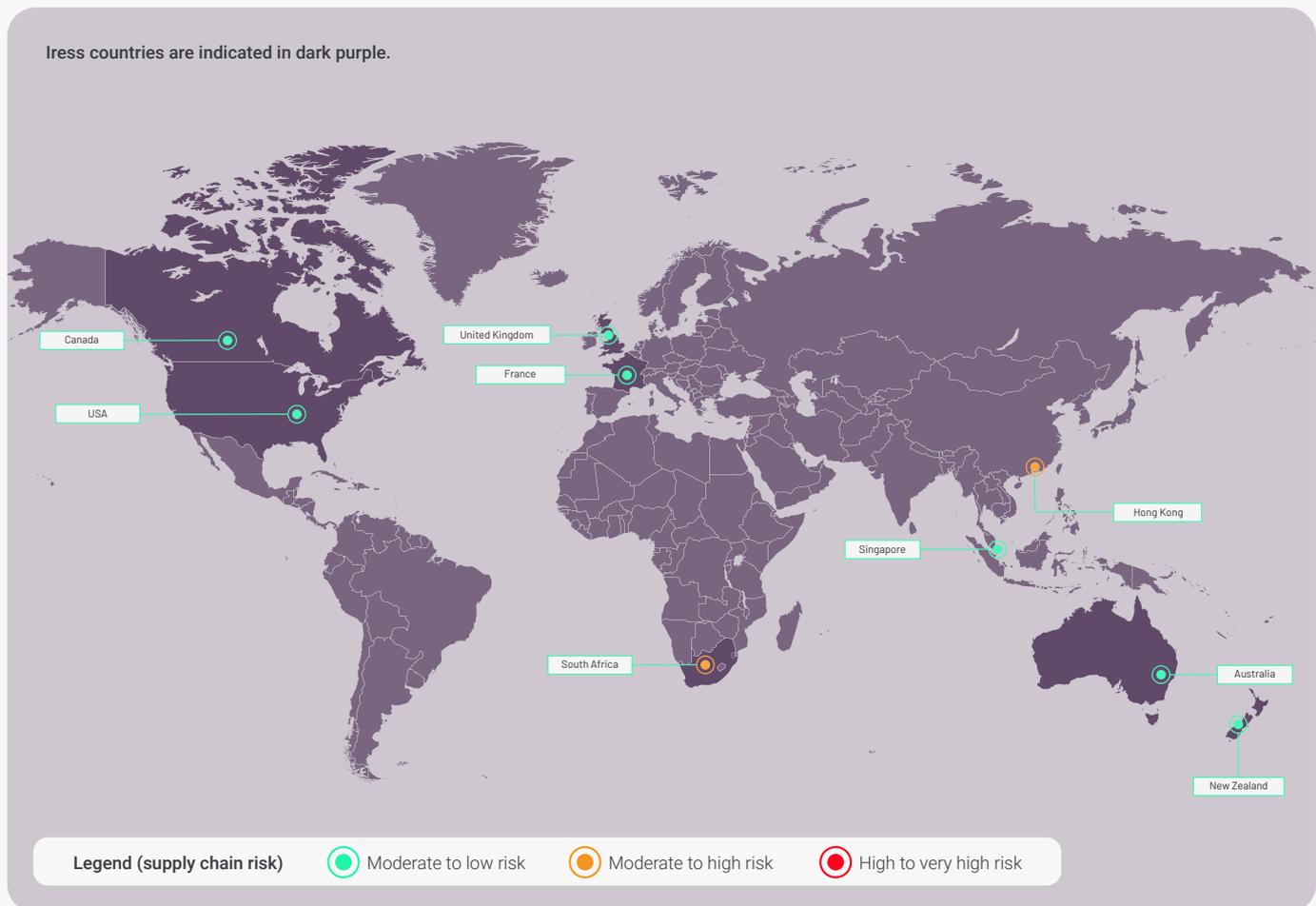
Our centralised global procurement team focuses on the procurement of stock exchange and financial data, information technology goods and services, professional services, workplace & facilities and corporate travel expenses.

Category	Description	%
ICT	Software, hosting and cloud services, IT hardware and electronic equipment, telecommunications and network technology and services.	42%
Data	Stock exchange and other financial market data.	28%
Professional services	Includes services such as consulting, legal advice, audit & tax and other professional services.	14%
Workplace and facilities	Office leasing costs and costs associated with our premises, including cleaning, electricity, maintenance, and consumables. It also includes costs associated with premises reset such as design and construction, furniture and moving costs.	13%
Other	Other notable spend categories include travel and corporate expenses.	3%

1. Superannuation business sale to Apex announced on 20 January 2025 with expected completion in Q2-25.
QuantHouse business sale to BAHA Tech Holding AG announced on 22 April 2025 with expected completion by the end of 2025.

Diagram: Spend and suppliers by billing country^{2,3}

Countries	% of suppliers	% spend	Countries	% of suppliers	% spend
Australia	34.4	51.1	Singapore	3.7	1.7
Canada	5.2	2.9	South Africa	10.4	2.8
France	6.5	5.1	United Kingdom	23.0	20.6
Hong Kong	1.5	1.2	USA	6.1	6.4
New Zealand	1.3	0.8	Other	8.1	7.5



2. Billing country does not necessarily indicate origin of supply. This information requires further investigation at supplier level.

3. Modern slavery risk is based on [Global Slavery Index \(2023\)](#), Minderoo Foundation.

Modern slavery risks in our operations and supply chain

Understanding modern slavery risks

Modern slavery is a relationship based on exploitation. [The Modern Slavery Act Guidance for Reporting Entities](#) states that modern slavery is a term to describe only the most serious exploitation, and does not include practices like substandard working conditions or underpayment. However, Iress acknowledges these are also harmful and illegal, and may escalate into modern slavery over time.

The [United Nations Guiding Principles on Business and Human Rights](#) (UNGP) explains that a businesses' operation and supply chains are at risk of adverse human rights impacts and modern slavery involvement in these ways:

- Cause modern slavery if its own activities directly result in a modern slavery impact.
- Contribute to modern slavery if its activities contribute to modern slavery caused by another party, including acts or omissions that may facilitate or incentivise modern slavery.
- Directly linked to modern slavery if the impact is directly linked to its operations, products or services through its business relationships. Direct linkage may occur even where there is no direct contracting relationship.
- No connection to modern slavery.

We consider these connections as being linked to our role as an employer (our operations) and our role as a purchaser of goods and services (our supply chain).

Modern slavery risks in our operations

Iress has employees in nine countries, which are all considered to be at lower risk of modern slavery⁴. Employees in all countries are employed directly by Iress Limited and subject to the same hiring processes and onboarding checks globally.

As a software company, our workforce is predominantly composed of skilled professionals. 93% of our workforce is directly employed by Iress, of which 97% are permanent employees. Iress strives to create a fair and inclusive workplace and provides channels for feedback, including confidential grievance mechanisms. All employees are encouraged to complete biannual anonymous Group-wide engagement surveys, the results of which assist us to gauge whether our operations are conducted in a manner that promotes fairness, transparency and inclusion. The survey includes the ability to make anonymous comments. In 2024, the survey response rate was 84%.

We do not employ children in any capacity. Based on the composition of our workforce, accessibility of grievance mechanisms and our policy and culture commitments, we consider the risk of modern slavery practices in our employed workforce to be low.

Iress also contracts with specialist outsourced labour providers who supply workers to fulfil a defined scope of work. These providers are considered suppliers and subject to the risk management and assessment processes outlined in the following section.

4. Modern slavery risk is based on Global Slavery Index (2023) Minderoo Foundation

Modern slavery risks in our supply chain

In 2023 we undertook a modern slavery risk assessment with the assistance of a third party. The risk assessment is based on the geographic location and industry sector of our suppliers. Risk assessments will be conducted again in the next reporting period, following the divestment of the Superannuation and QuantHouse businesses.

Within each category we have suppliers in a range of locations, noting that many of the suppliers, whilst in a high risk category, may perform the services in locations which are considered lower risk. Within the higher risk categories, electronic equipment as a spend category accounted for the largest proportion of Iress' 2024 expenditure.

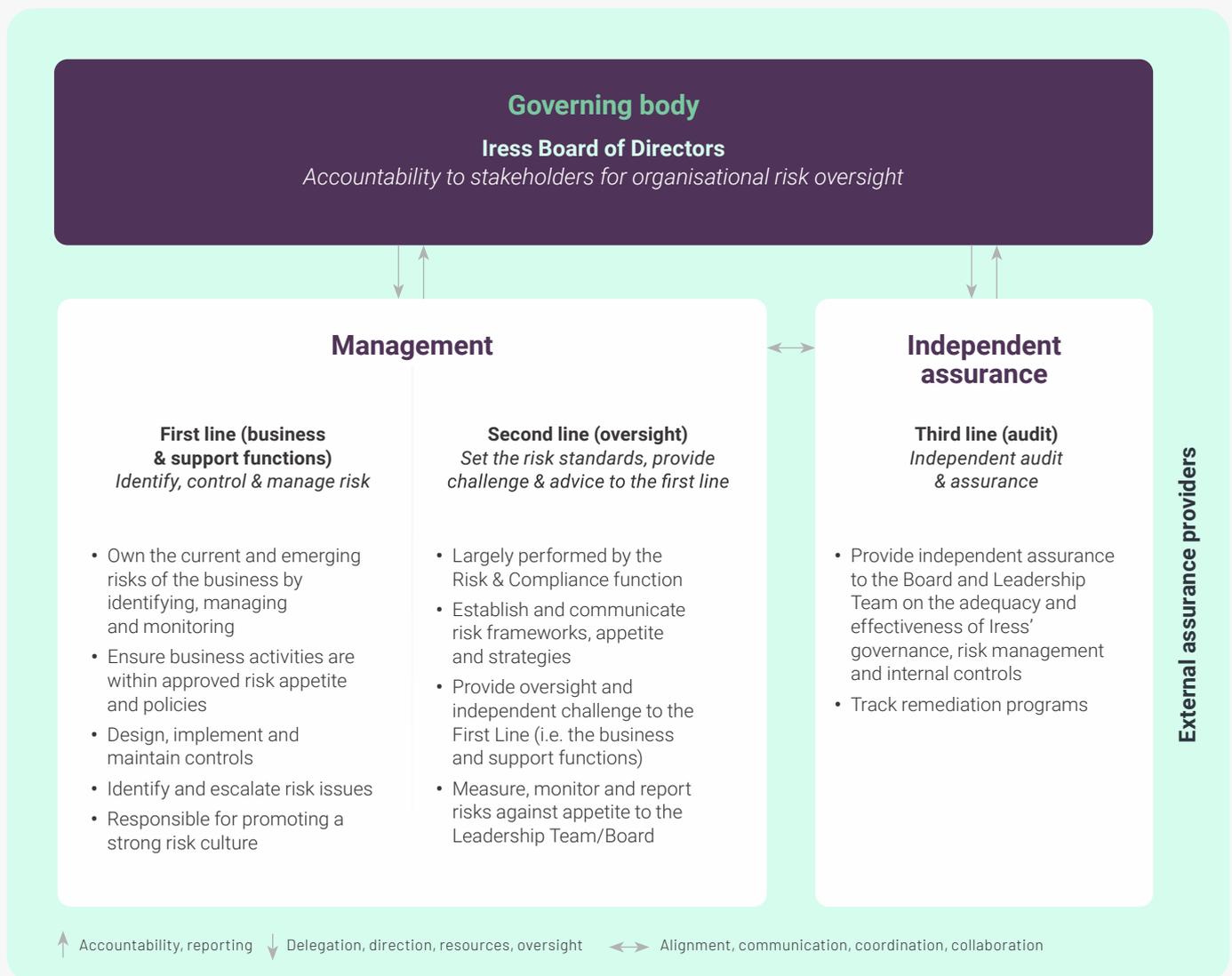
Sector	Key geographies	Main types of modern slavery risk	Type of potential impact	Iress response	Risk level
Construction, fixtures and fittings, repairs & maintenance	All Iress geographies	<ul style="list-style-type: none"> Forced labour Child labour Debt bondage Slavery Exploitation of migrant workers 	Direct link	Office fitout is managed through a tender process and providers are required to agree to our Supplier Code of Conduct & Ethics as a condition of response. Furnishings and fixtures are included in the office fitout scope of work. Iress engaged one supplier in this category in 2024, who also mandated assessment, mitigation and prevention of modern slavery for their contractors, suppliers and partners.	Very High
Electronic equipment	China, Malaysia, Taiwan, Thailand	<ul style="list-style-type: none"> Forced labour Debt bondage Violence Excessive work hours 	Direct link	Iress only procures hardware (server, network and workplace technology) from a pre-authorised select set of manufacturers. We have satisfied ourselves that the underlying manufacturers' code of ethics and modern slavery approaches are consistent with our own. All but one of the pre-authorised set are members of the Responsible Business Alliance, by which they commit and are held accountable to a common Code of Conduct .	Very High
Physical services (primarily cleaning, catering & security)	All Iress geographies	<ul style="list-style-type: none"> Forced/bonded labour Excessive working hours Underpayment of wages Exploitation of migrant workers 	Direct link	For its offices, Iress contracts with building managers who provide cleaning and other building related services.	High
Offshore professional services (primarily engineering, software development, technology, and finance/processing roles)	India, Philippines, Vietnam, Portugal & Bulgaria	<ul style="list-style-type: none"> Forced labour Debt bondage Excessive work hours Underpayment of wages Exploitation of migrant workers 	Contribute	Iress mitigates these risks through contractual requirements detailing obligations for minimum skills and experience requirements for offshore employees. The work undertaken by these partners is considered skilled work, which reduces risk. Offshore partners are also required to adhere to Iress' Supplier Code of Ethics & Conduct . Additionally, Iress requests payslip samples in these higher risk classifications to demonstrate staff are paid and receive employee benefits in line with their contracts and relevant legislation. Iress conducts site visits to these labour providers. Employees who conduct the site visits have received additional training and guidance.	High
Merchandise and apparel	Australia, Bangladesh, China, United States, India	<ul style="list-style-type: none"> Forced labour Debt bondage Child labour Slavery Human trafficking 	Direct link	While this is a higher risk category, Iress' spend in this category is not high value. Apparel purchase is typically from a defined supplier group, where the modern slavery statements of garment manufacturers have been reviewed. Iress has developed a category management plan for merchandise purchase, but it is not yet fully implemented.	High

The geographic location is assigned based on the supplier's billing address and may not reflect the country from which products or services are delivered. This is the case for most reporting entities.

Modern slavery risk governance and controls

Risk framework and Board review

Iress' modern slavery risk is integrated into our organisational Risk Management Framework (RMF). The RMF is underpinned by risk culture and Iress' Three Lines of Defence model. The key roles are set out in the diagram below. The Board, supported by its Audit & Risk Committee, sets the risk appetite and provides oversight of management's execution of the RMF, which is implemented through our risk strategy, which, in turn, is supported by risk class frameworks and policies. In addition, the Board's role includes approval of policies and frameworks relevant to modern slavery, and the approval of the annual modern slavery statement.



Management review and assessment of risk

The day-to-day management of risks, including modern slavery risk, is the responsibility of the CEO, Executive Leadership Team and senior management as appropriate. Iress' management committees help assess and provide oversight over Iress' modern slavery risk management approach as outlined below.

Executive Risk Committee (ERC)

The ERC is chaired by the Chief Risk & Compliance Officer and meets quarterly. It includes the CEO and executives of our business divisions and corporate functions. The ERC acts as a forum for the discussion of current and emerging material risks, monitors our risk profile within the context of the Board-approved risk appetite statements, and promotes a positive risk culture throughout Iress. They also monitor the implementation of risk treatments and mitigation actions related to material risks. The ERC monitors the effectiveness of Modern Slavery risk controls and endorses the annual statement.

Supplier Council

The Supplier Council is chaired by the Chief Operating Officer (COO) and meets monthly. It includes representatives from procurement, finance, Responsible Business functions and others. Onboarding of new suppliers over certain spend thresholds are subject to approval from the Supplier Council. The Council Charter indicates value for money, delivery capacity, and ESG factors including modern slavery risk as factors to be considered in its assessment.

Policy framework

The table below sets out key frameworks and policies that support our approach to managing the risks of modern slavery across our operations and supply chain. These apply across the Group.

Activity	Policy area	Outline
Our role as employer	Recruitment and selection, pre-employment screening and remuneration.	These global policies outline our approach to fair recruitment, pre-employment checks, and competitive and equitable pay. They are made available to all employees via our intranet.
Our role as a purchaser of goods and services	Sustainable procurement policy	Sustainable procurement policy outlines Iress' own ESG objectives in relation to procurement. This includes Iress' own commitment to complying with applicable Modern Slavery legislation.
	Supplier Code of Ethics & Conduct	The Supplier Code of Ethics & Conduct outlines Iress' commitment to complying with legal obligations and also to acting ethically and responsibly; conducting business in a way that is open and accountable to shareholders and the wider marketplace; and creating a safe and non-discriminatory workplace. Iress expects its suppliers to share these values and to adhere to the matters set out within this Code and ensure their own value chain complies with the code.
Our role as both an employer and a purchaser of goods and services	Code of Ethics & Conduct	The Code of Ethics & Conduct defines the values, standards and behaviours that guide how we operate as a business. It requires our people to uphold the law and report suspected breaches, including in relation to modern slavery.
	Whistleblowing Policy	Iress' Whistleblowing Policy allows eligible individuals including third-party vendors and their employees to raise concerns including modern slavery or human rights abuses in a confidential manner.

Modern slavery risk controls

Control type	Scope	Description
Recruitment due diligence	Includes right to work checks for prospective employees.	All employees
Modern slavery awareness training	Everyone at Iress is required to complete training to help them identify potential red flags for modern slavery and how concerns may be reported. Training was rolled out in 2024, and will be required to be refreshed on a biannual basis.	All employees
Employee communications	We continue to raise awareness of modern slavery and reporting channels. During 2024 we recognised the International Day for the Abolition of Slavery with messages on our internal channels and newsletter.	All employees
Modern slavery specialist training	In 2024 Iress engaged a specialist consultant to deliver a workshop for key stakeholders involved with the management of modern slavery risk at Iress. This included members of the procurement, risk and compliance, Responsible Business and legal teams; including members of the Supplier Council. The Chair of the ARC also attended the session. The session included a review of regulatory trends, better practice guidance, the complex social and environmental dynamics that can influence vulnerability to modern slavery, and a reflection on Iress' program.	Employees with specific responsibilities
Standard contractual terms	Iress' standard supplier agreement includes language requiring our suppliers to comply with our Supplier Code of Ethics & Conduct , which include our position on Modern Slavery (see below) and laws applicable to the provision of the services. Our standard supplier agreement with Iress Ltd includes a specific requirement to comply with the <i>Modern Slavery Act Act 2018</i> (Cth).	Suppliers
Supplier Code of Ethics & Conduct	Our Supplier Code of Ethics & Conduct sets out the minimum standards that we expect of our suppliers in areas such as modern slavery and human rights. Suppliers are expected to ensure the rest of their supply chain, including sub-contractors, adhere to this Code. We inform new suppliers of our expectation of compliance and we reserve the right to terminate business with entities that do not comply with the Code.	Suppliers
Supplier due diligence	Our supplier due diligence approach involves desktop-based surveys and onsite visits, depending on the risk level, category and location of the supplier. New suppliers are sent a self-assessment questionnaire. Documented guidance for our procurement team assists with the interpretation of results should suppliers indicate if they have a higher risk profile, including not having policies or procedures to detect modern slavery risk in their own supply chains.	Suppliers
Supplier monitoring	Iress utilises a range of third-party services and data that alert on topics including financial risk, cybersecurity risk, adverse media and ESG rating performance.	Suppliers
Grievance mechanism	Iress' whistleblower channels provide a safe way for its employees, suppliers, contractors and other stakeholders to report non-compliance and illegal or unethical practices without fear of reprisal.	All stakeholders

Grievance and remediation processes

Iress supports employees, suppliers and other third parties to report ethical concerns or potential unlawful conduct, including modern slavery.

Internal direct reporting

Our modern slavery training informs our people about modern slavery warning signs and promotes reporting to our procurement, legal and compliance teams. Our people are required by our [Code of Ethics & Conduct](#) to report any unethical conduct and breaches of the law.

Anonymous reporting

The Iress [Whistleblowing Policy](#) explains how to speak up, the protections available to a person who reports concerns, processes for dealing with reports and how reports may be made. Iress provides access to an independent and confidential third-party whistleblowing service: YourCall. Details are available in the policy.

The Whistleblowing Policy sets out Iress' approach to investigations of reportable conduct, including concerns relating to modern slavery. The precise steps to be taken to investigate a report will differ in individual cases but may include appointment of an external investigator, sourcing appropriate external advice (including legal advice), and escalation to law enforcement. In the event of a confirmed occurrence of modern slavery, Iress will determine the appropriate course of remediation, depending on its involvement in the misconduct. Iress understands remediation requires returning an affected person to a position they would be in had the harm not occurred, and notes the victim-first approach to remedy detailed in the UN Guiding Principles on Business and Human Rights.

No grievances related to modern slavery were raised during the reporting period.

Assessing effectiveness and looking forward

As outlined earlier in this report, 2024 marked the conclusion of Iress' 18-month transformation program. This process has resulted in noticeable reductions in both procurement spend and number of suppliers compared to previous reporting periods. Iress' efforts to mitigate modern slavery risk continued during the transformation period, however due to the significant organisational changes, progress in some areas has stalled. In the coming reporting period, Iress' actions and its modern slavery framework will be reviewed to ensure alignment with its post-transformation state.

Reviewing 2024 actions

Focus Area	Timeline	Description	Progress	Comments
Category management plans	2024	Iress will develop category management plans for the following high risk categories: <ul style="list-style-type: none"> • Procurement of merchandise for Iress promotion. • Use of labour hire agencies and outsourcing. • Sourcing of computer equipment. 	Partially met	Category risk management plans have been developed and socialised with the Supplier Council. In regards to ICT, Iress has preferred supplier engagements in place and procurement is centralised. There is a preferred supplier panel in place for on and offshore labour hire. However, category management plans relating to merchandise have not been fully embedded.
Modern slavery governance	2024- 2025	Key business stakeholders to be onboarded and engaged in the Supplier Council including ongoing training and discussion about modern slavery risk and effectiveness. Review and enhancement of policy frameworks for modern slavery.	In progress	The Supplier Council extended membership to representatives from the finance team. Review of policy settings and the Council's role will occur in 2025 as outlined in the 'looking forward' table on the following page.
Strengthening due diligence	2024- 2025	Develop efficient and credible processes and methods for supplier due diligence following recommendations from the 2023 external review.	In progress	Iress determined that the current supplier monitoring tool was not meeting our needs and has selected a replacement for 2025 implementation. We will also review the applicability of the existing supplier self-assessment questionnaire based on categories and materiality, informed by the risk assessment.
Conducting third party audits and disclose outcomes	2024- 2025	Go beyond self-assessment and request high-risk suppliers undertake third party verification audits and publish the audit results transparently.	No progress	We will consider this action post our 2025 risk analysis review, described in the 'looking forward' table.
Strengthening grievance & remediation procedures	2024- 2025	Implement effective grievance mechanisms following recommendations from the 2023 external review.	In progress	In 2024 Iress prepared for a new 'Speaking Up' program to launch in 2025, as described in the 'looking forward' table.
Improving supplier engagement	2024- 2026	Create a structured process for engagement around meeting appropriate standards and improve the Supplier Code of Conduct by aligning it with UNGPs and relevant industry initiatives.	In progress	Iress conducted an internal audit relating to contract management, as outlined on the following page, which has identified opportunities for improvement.

Other activities

Materiality assessment

In 2024 we conducted a formal materiality process to prioritise environmental, social and governance (ESG) matters. The double materiality process (consideration of both financial and impact materiality) aligned with the GRI Universal standard and AccountAbility's AA1000 Series of standard. The assessment considered research, internal and external stakeholder engagement, and data analysis. The final materiality analysis, which included consideration of responsible and sustainable procurement, was validated by the Iress Board. The results are published in our [Annual Report](#). We provide more detail on the materiality process and a definition of each topic in our [Sustainability Databook](#).

Collaboration

Iress engages with industry associations to understand and share views on industry and policy matters, including on modern slavery. Through our membership of the Financial Services' Council (FSC) ESG Working Group and Sustainable Trading (UK) we stay abreast of reporting requirements, better practice, and peer insights on the management of modern slavery risks. This assists Iress with review and development of our approach and controls.

Internal review

During 2024, we conducted two separate internal audits on procurement and contract management processes and controls at Iress. While the focus of these audits were not on modern slavery controls, they did identify opportunities for improvement in our processes which will, when fully implemented, uplift overall supplier performance management and governance, and streamline the application and monitoring of due diligence controls.

Looking forward

In the table below, we have outlined key initiatives included in our action plan for 2025.

Focus Area	Details
Review risk landscape post-transformation	Iress will implement a new third-party supplier monitoring and insight tool. Informed by insights from the new tool, we will review our supply chain risk (including geographic and sector risk information).
Review and update policy settings	In line with our regular policy update requirements and refreshed risk analysis, Iress will refresh the Sustainable Procurement Policy and related processes suite, including publishing a Modern Slavery Framework that assists internal stakeholders, Management and Board to understand our approach. We monitor legislative developments in our operating regions that inform our approach.
Supplier Council	We will examine ways to strengthen the Supplier Council's ability to exercise governance over modern slavery risks.
Internal review and measurement	An internal review will be performed by Iress' Compliance team to identify opportunities for improvement in future modern slavery statements and accompanying processes. We will also set key performance indicators (KPIs) that illustrate to Management and Board that risk controls are consistent.
Speak Up program	Iress will roll out a new 'Speaking up' program in 2025. This program is designed to encourage employees and stakeholders to raise ethical concerns or potential unlawful conduct (including concerns related to modern slavery) and builds upon our existing Whistleblowing Policy .
Continued awareness building and capability uplift	We will continue to raise awareness of modern slavery in our own workforce through different channels. We will also conduct specialist training with our Premises team to better equip them to identify warning signs of modern slavery specific to their scope, including office fitout, fixtures and fittings, cleaning and related services.

Consultation and approval

This Statement for financial year 2024 is made pursuant to section 14 of the *Modern Slavery Act 2018* (Cth) and section 54 of the *Modern Slavery Act 2015* (UK) and constitutes Iress Group's Modern Slavery Statement. Iress Limited makes this statement on behalf of all reporting entities and wholly owned subsidiaries as outlined on page 2.

Consultation with individual entities is not required as policies are adopted on an enterprise level. Management of all businesses across Iress is overseen by the Executive Leadership team, and members of that team were consulted during the preparation of this statement through the Chief Operating Officer as Chair of the Supplier Council and through Executive Risk Council review.

This statement was approved by the board of Iress Limited in their capacity as the principal governing body of Iress Limited on May 1, 2025.

This statement is signed by Marcus Price in his role as the Managing Director & CEO of Iress Limited on May 1, 2025.

Signed:



Marcus Price
Managing Director & CEO of Iress Limited

May 1, 2025

Iress Limited | ACN 060 313 359

Appendix A: Coverage of the Australian and UK Modern Slavery Acts

Australian mandatory criteria	UK recommended reporting criteria	Reference in this statement
Section 16 (a) identify the reporting entity	Identify the reporting entity	Introduction
Section 16 (b) describe the structure, operations and supply chains of the reporting entity	Section 54 (a) Organisation's structure, its business and its supply chains	Our structure, organisation and supply chain
Section 16 (c) describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	Section 54 (d) Parts of the organisation's business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk	Modern slavery risk in our supply chain
Section 16 (d) describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes	Section 54 (b)(c)(d)(f) Organisation's policies in relation to slavery and human trafficking; its due diligence processes in relation to slavery and human trafficking in its business and supply chains; the training about slavery and human trafficking available to its staff	Modern slavery risk in our supply chain Modern slavery risk governance and controls
Section 16 (e) describe how the reporting entity assesses the effectiveness of such actions	Section 54 (e) Organisation's effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate	Assessing effectiveness and looking forward
Section 16 (f) describe the process of consultation with: (i) any entities that the reporting entity owns or controls (ii) in the case of a reporting entity covered by a statement under section 14—the entity giving the statement	n/a	Consultation and approval
Section 16 (g) include any other information that the reporting entity, or the entity giving the statement, considers relevant	n/a	Throughout this document

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