

2023 Modern Slavery Statement

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 to exploit them for personal or commercial gain. Interactive Brokers Australia Pty Ltd (**IBA**) is committed to preventing slavery or human trafficking in any part of its business or supply chains. This statement is made in accordance with section 13 and 16 of the *Modern Slavery Act 2018* (Cth) (**Act**), for the financial year ending 31 December 2023. The statement also aligns with IBA's Code of Business Conduct and Ethics.

Organisational structure

IBA offers Australian domiciled retail and wholesale clients low-cost access to online trading services and provides execution, clearing and custodial services regulated by the Australian Securities and Investments Commission. IBA is part of a global group of financial services companies that are under the common control of Interactive Brokers Group, Inc., a U.S. based firm (**IBKR**) which is headquartered in Greenwich, Connecticut and listed in the U.S., under the symbol NASDAQ: IBKR. IBKR is an automated global electronic broker specializing in servicing the self-directed (execution only) investor community. IBKR does not provide legal, financial product or taxation advice and does not engage or employ any human "brokers" to manage client accounts. IBKR conducts its business on over 150 market destinations worldwide and provides online trade execution and clearing services for a wide variety of electronically traded products, including stocks, options, futures, forex, bonds and CFDs.

Our supply chains

A supply chain can be described as a network of entities, people and activities that facilitate the delivery of a product or service to the customer. Within IBKR's organisational structure, IBA's supply chain is predominantly comprised of affiliated IBKR entities that provide systems, infrastructure and other corporate services required by IBA to operate its business. The delivery of these services is documented through several outsourcing agreements and monitored through the global outsourcing oversight program. As part of the IBKR outsourcing framework, IBA conducts initial due diligence and receives ongoing updates on the performance of the intragroup service providers.

In addition to IBKR entities, IBA also contracts with several local suppliers that provide goods or services such as:

- professional advisory and consultancy services.
- facilities management and building services.
- routine office supplies and services.
- recruitment and employment services.

- technology services and products.
- employee benefit services.

Risk assessment and our policies on slavery and human trafficking

We are committed to our framework which seeks to prevent modern slavery or human trafficking in our supply chains or in any part of our business. Given the nature, scale, and location of the IBKR businesses, we believe that there is an inherently low risk of modern slavery and human trafficking being part of IBA's business.

Despite this being the case, IBA remains committed to taking appropriate actions in the event that an instance of modern slavery is identified. In light of the obligation to report on measures to ensure that all parts of our business and supply chain manage slavery risks towards the goal of being slavery-free, we have reviewed our workplace policies and procedures to effectively identify and address modern slavery issues.

Due diligence for slavery and human trafficking

As a responsible corporate citizen and in line with our risk appetite, we have conducted a full review of our due diligence procedures to determine whether an update was required to:

- identify and assess potential risk areas in our supply chains.
- mitigate the risk of slavery and human trafficking occurring in our supply chains.
- monitor potential risk areas in our supply chains.

Supplier adherence to our values

We have zero tolerance for slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values, IBA will continue to monitor, through its service level agreements and contracts, its dealings with local suppliers to ensure compliance with the Anti-Slavery Measures set out in the IBKR Vendor Code of Conduct.

All local suppliers are subject to ongoing third-party risk management due diligence and key suppliers are publicly listed companies, subject to the Act or overseas equivalent, with Modern Slavery Statements available for effectiveness reviews.

Training

To ensure a high level of understanding and awareness of the risks related to modern slavery and human trafficking in our supply chains and our business, we provide mandatory training to the IBA staff that are likely to be involved with reviewing and selecting local suppliers. We continue to review the quality and content of our training materials on an annual basis.

Our effectiveness in combatting slavery and human trafficking

The purpose of our policies is to prevent, identify and address incidents as they arise. In 2023 we had no reported incidents of human rights breaches, slavery or trafficking. We have established key performance indicators to measure the ongoing effectiveness of our

policies, procedures, intragroup outsourcing and third-party supplier arrangements. We are committed to maintaining robust governance in this area.

Further steps

Following the review of the effectiveness of the measures in place, we intend to consider what enhancements should be implemented to combat modern slavery and human trafficking. We are committed to continuously improving our policies and processes to monitor and mitigate the risk of modern slavery and human trafficking in all parts of our business. IBA does not own or control other entities with which to consult over this statement.

Implementation

The Board of Directors of IBA has overall responsibility for this statement. IBA's senior management is responsible for implementing the objectives considered in this statement.

Management approval

This statement was approved by the board of IBA on 29 July 2024.

A handwritten signature in black ink, appearing to read 'Darren Halse', is positioned above the printed name and title.

Darren Halse
Managing Director
Interactive Brokers Australia Pty Ltd