



2022 IRI Modern Slavery Statement for the year ending 31 December 2021 (the “Reporting Period”)

This Modern Slavery Statement was approved by the Board of Directors, the principal governing body of IRI (APAC Holdings) Pty Ltd, on the date given below.

Our business and organizational structure

IRI (APAC Holdings) Pty Ltd (the “Reporting Entity”) is part of the IRI group, which provides business information services to the consumer goods industry. As one of the original innovators in big data, IRI integrates the world’s largest set of otherwise disconnected purchase, media, social, causal and loyalty data to help fast moving consumer goods, retail, over-the-counter health care and media companies grow their businesses

We combine this data with predictive analytics to uncover new consumer insights and integrate them on the most technologically-advanced, cloud-based visualization platform, IRI Liquid Data®

Whether we are helping our customers make their pricing and promotions more profitable, tailoring their media strategies to likely purchasers of their brand, or guiding them through new product or market planning, we ensure that their business can better leverage data to help them grow.

The Reporting Entity is a company limited by shares, incorporated and domiciled in Australia. Its parent entity is Information Resources, Inc. a company incorporated in the United States of America which (at 31 December 2021) owned 100% of it. The ultimate parent entity and controlling party of the Reporting Entity is IRI Group Holdings, Inc. also incorporated in the United States of America.

Its registered office and principal place of business are:

- Registered office

c/- LPO Connect Pty Ltd

Building 3, 320 Lorimer Street

Port Melbourne, VIC 3207 Australia



- Principal place of business

Suite 3.01, Level 3, Building F

1 Homebush Bay Drive

Rhodes, NSW 2138 Australia

Controlled Subsidiaries

The Reporting Entity controls two wholly owned subsidiaries:

- Information Resources (Holdings) Pty Ltd and
- Information Resources (Australia) Pty Ltd

Significant events in the Reporting Period, include:

- the acquisition (by the parent entity) of Intelligent Shopper Solutions (ISS), a leading retail consumer insight provider that enables collaboration between retailers and suppliers, from Kognitiv Corporation
- the appointment of Kirk Perry, Google's President of Global Client & Agency Solutions, as President and CEO and a member of its Board of Directors of the parent entity, effective May 17, 2021. Kirk succeeded Andrew Appel, who had successfully led a transformation of IRI for nearly a decade.

The Reporting Entity had around 320 employees in the Reporting Period and all employees have an employment contract. The company has 2 physical locations (Sydney and Melbourne) and has been subject to the standard work from home policies implemented across all businesses due to Covid.

Our Supply Chain

In the Reporting Period, the Reporting Entity had about 180 suppliers within its supply chain, the overwhelming majority of which are based in Australia. The only suppliers not contracting with us through an Australian entity were other IRI group entities and one data supplier: All other suppliers in our supply chain contracted with us through Australian registered businesses.

IRI's supply chain can be divided into the following three broad categories:

Data and Market Research

Unsurprisingly for a data business, around 75% of our supply chain falls in this category in the form of data licensing/purchasing and consumer panels. The overwhelming majority (98%) of this spend is on data received from the largest national supermarkets, wholesalers, petrol stations, pharmacies and convenience stores. These are all large global companies that are household names and all based in Australia except for



one supplier based in Korea. The data relates to regional, store and basket level data and is passed to us directly from the supplying entity.

Professional services and Utilities

Around 20% of our spend is on professional services, which covers our external auditors, lawyers, marketing agencies, real estate, recruitment agencies and visa support services. We also include our utility and telecommunications costs within this. We tend to use local offices of global companies or well established local experts to carry out these services. We also include our intercompany contracts with other entities in the IRI Group within this category.

Technology

The remaining small balance is spent on our IT hardware and data centres to manage our technology needs.

Modern Slavery Risks In Our Supply Chain

As a data and analytics organisation, we consider the risk of modern slavery within our industry to be relatively low. However, we recognise no business is immune and remain committed to ensuring all human rights risks are managed within all parts of our business. As with any company, it is theoretically possible that our employees are subject to modern slavery practices. In relation to our supply chain, we are acutely aware that the Global Slavery Index lists “Electronics” i.e laptops, computers and mobile phones in its list of products that have an identified risk of forced labour.

Assessing And Addressing Modern Slavery Risks

We have implemented various policies and procedures, trainings and due diligence to manage these risks in our organisation and supply chain:

Policies and Procedures

Through our internal policy on Human Rights and Labour Standards, IRI aligns itself with the principles and guidelines in the United Nations Universal Declaration of Human Rights, the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work and the Ten Principles of the United Nations Global Compact, which reflect our aim of respecting human rights as laid out in the United Nations Guiding Principles on Business and Human Rights. Our alignment with these principles covers human



rights risks related to—but not limited to—the following areas: harassment, freedom of association, compulsory labour and human trafficking, child labour and discrimination.

We demonstrate our commitment to human rights and the fair treatment of workers with policies and practices that prohibit human rights abuses in these areas within our organization and our supply chain.

We also expect the same standards from our suppliers and contractors. Our IRI Vendor Code of Conduct obliges our vendors to:

- a) Conduct their business activities in full compliance with applicable laws and regulations.
- b) Cooperate with IRI's commitment to a workforce free of harassment and unlawful discrimination
- c) Use only voluntary labor. The use of forced labor whether in the form of indentured labor, bonded labor, or prison labor by a Company vendor or its subcontractors is prohibited.
- d) Comply with all local minimum working age laws and requirements and not utilize child labor.
- e) Not engage or threaten to engage in physical discipline or abuse.
- f) Pay living wages under humane conditions and in accordance with applicable laws.
- g) Not require workers to work more than the maximum hours of daily labor set by applicable laws; ensure that overtime is voluntary and paid in accordance with applicable laws and regulations.
- h) Keep employee records in accordance with local and national regulations.

It is company policy to work with third-parties to ensure their modern slavery policies are sufficient, but we reserve the right to ultimately terminate the commercial relationship if they cannot demonstrate sufficient commitment to anti-slavery policies.

Recruitment and Employment

We have comprehensive recruitment and onboarding processes and procedures in place, including conducting checks on eligibility to work in Australia for all employees. Such checks safeguard against human trafficking or forced labour. All employees of the Reporting Entity have employment contracts in place which are regularly reviewed in line with employment law and best practice.

Our use of recruitment agencies as part of our supply chain is limited. In the Reporting Period we used nine agencies which were thoroughly vetted. We only use reputable companies, with whom we either have, or aim to build, long standing arrangements. All staff recruited through an agency are then subject to our standard eligibility to work checks.



Whistleblowing

Our whistleblowing policies actively encourage all employees and vendors to speak out if they have concerns about any activity, breach of law, breach of our Code of Conduct, dangers to the public or any concealment of information. We guarantee that whistleblowing reports can be made without any risk to the employee's employment or suffering any form of retribution or retaliation. All reports are expeditiously reviewed and responded to by our Legal team. Whistleblowing reports can be made in a number of ways internally, such as speaking to a manager, Human Resources or the Legal team. However, we help ensure it is easy for all employees to speak up and report anonymously by providing a confidential portal and hotlines that are available 24 hours a day, seven days a week and operated by a third party.

Members of the public are also encouraged to report any concerns over modern slavery and human trafficking occurring within our business or third parties to us by accessing the portal at www.ethicspoint.com and entering the name Information Resources or IRi. This portal also contains local phone numbers.

We confirm that no whistleblowing reports have been made concerning modern slavery or human trafficking within the Reporting Period.

Assessing Our Effectiveness

Our control measures are kept under constant review and we are currently assessing which performance indicators to measure our progress and performance as it relates to protecting human rights throughout our business, operations and supply chain. In relation to our business operations we constantly review human rights risks that may be raised through our internal audits and HR reports.

Consultation Process

The IRi companies covered by this statement share the same board of directors. It has been established through a deed of cross guarantee dated 23 November 2021 that the wholly owned entities are relieved of the requirement to prepare a financial report and directors' report, so the same principle has been applied to the Modern Slavery Act obligations.

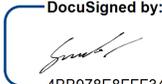
Any Other Information

As our understating of our supply chain deepens and further information about modern slavery trends becomes publicly available, we are introducing further control measures throughout 2022 to manage our risks and general awareness of modern slavery.



Signed for and on behalf of IRI (APAC Holdings) Pty Ltd

Director Name Steve McNaught

Director Signature  4BB978E8FFF34A2...

Date October 27, 2022