



MODERN SLAVERY STATEMENT (Amended)

THE DIALOG GROUP OF COMPANIES

Registered Office:

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	Dialog Pty Ltd [trading as Dialog Information Technology] ABN 16 010 089 175
	Access Testing Pty Ltd [trading as AccessHQ] ABN 13 069 942 552
	CatapultBI Pty Ltd [trading as CatapultBI] ABN 26 127 218 482
	ICEMEDIA Pty Ltd [trading as ICEMEDIA] ABN 92 615 758 140

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Introduction:

The Dialog Group in Australia is subject to the Modern Slavery Act 2018 (Cth) ('Act'), which commenced operation on 1 January 2019. The Act requires reporting entities, governed by the Act, to produce an annual modern slavery statement to address the issues associated with the company's operations and supply chain practices. The Group's first annual statement is due on or before 30 June 2020. Due to the current health situation and, as the Dialog Group has a year-end reporting date on 30 June 2020, this requirement was amended to 31 March 2021.

This Statement is in association with the UN Guiding Principles on Business and Human Rights (UN Guiding Principles) Nos. 14, 15 and 17. These Principles concern an entity's responsibility to prevent, mitigate and, where possible, remedy modern slavery in the entity's operations and supply chain, as freedom from slavery is a fundamental human right. Further, these Principles are a recognised global standard in business-related transactions and incorporate discrimination under current Australian Human Rights Laws and National Employment Standards under FairWork.

Summary:

The Dialog Group are committed to operating its business lawfully and ethically and only working with suppliers aligned to our values. We expect our suppliers to operate in accordance with applicable modern slavery laws including those prohibiting human slavery and slavery-like practices, human trafficking and child labour. We value and observe all laws regarding corporate social responsibility, environmental and workplace safety protection and our employees' inclusion and diversity. We have code of conduct and whistle-blower policies and internal systems and methodologies available for employees when connecting with our suppliers. These internal systems include data management and customer management systems.

The Group has a relatively straightforward supply chain, which includes the external and internal recruitment of contractors and employees, the sale and purchase of licenced technology products and the purchase of products and services needed for the day-to-day operations of our business. These day-to-day operations include the employment and training of employees, external legal advice, leasing of office space, information technology infrastructure and support services, general supplies and travel. Under its data management systems the Group's head office management and teams have a number of systems, methodologies and policies in place to support our day-to-day operations to ensure all employees and suppliers meet its core values and code of conduct. The Group's management and teams, who work with these data and customer management systems, aim to assess any risk factors associated with our operations and supply chain. Regular consultation, adequate insurance cover, due diligence and remediation within these systems will aim to mitigate any risk factors going forward.

In connection with COVID-19, the Group has not experienced any significant changes to our supply chain regarding the sale and purchase of goods or the services. Although there have been minor project disruptions and delays in branches and teams, mainly Victoria, where the risk has been higher due to the second wave, these delays had no impact on the business operation for the 2020FY.

With regard to COVID-19 in some States and business sectors relating to the sale of services, there may be future delays. However, the increased risk is not expected to have significant impact on the Group.

1. The Dialog Group of Companies and its Operations:

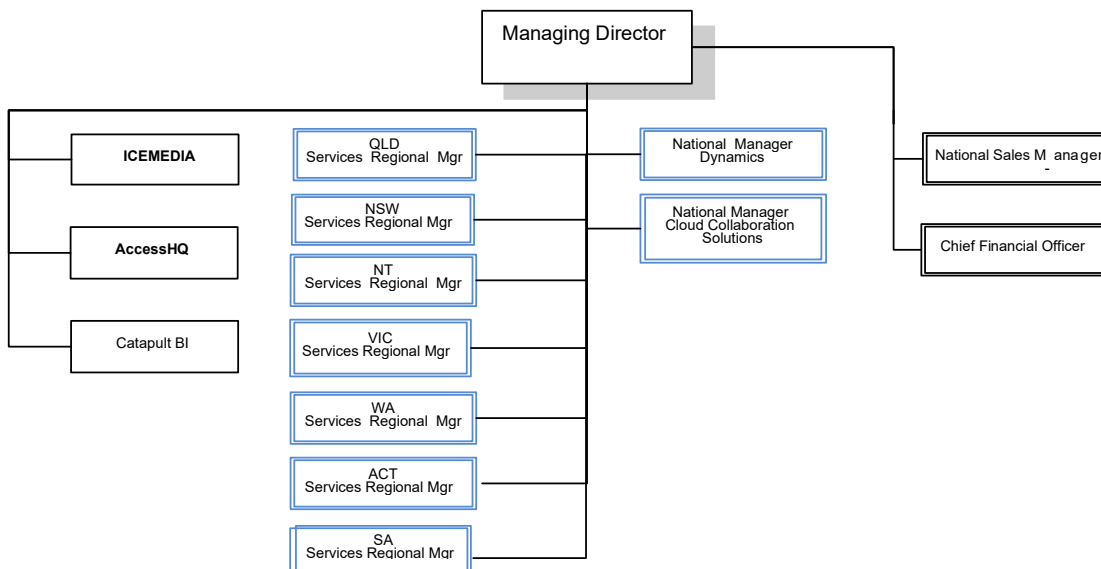
Established in 1979, Dialog Pty Ltd (trading as Dialog Information Technology) is Australia’s largest, privately owned information technology professional services organisation. Dialog provides information technology services to corporate and government organisations in a variety of industries using multiple technologies.

The Group employs more than 1,000 information technology professionals working from offices in Adelaide, Brisbane, Canberra, Darwin, Melbourne, Sydney and Perth with the majority of employees working in the eastern states of Australia.



The Dialog Group of companies includes: Dialog Information Technology that employs professional skilled consultants to provide information technology services to corporate and government organisations in a variety of industries; AccessHQ provides professional testing specialists and services major government and corporate clients in high value, long term business relationships; CatapultBI, Australia's leading business insights and data management consultancy; and ICEMEDIA, one of Australia’s leading and most innovative multimedia companies.

2. Company Structure, Main Operations and Supply Chain

a. Company Structure



b. Main Operations and Supply Chain

Company, trading as:	Operations	Supply Chain
<p>Dialog Information Technology</p> 	<p>Dialog provides professional information technology consulting services in connection with technical projects for our clients.</p> <p>Dialog has a broadly based information technology services capability, which includes consultancy, project management, business analysis, application architecture, application development, systems integration, implementation, training and support services.</p> <p>Dialog works with a range of project management tools, frameworks and methodologies.</p>	<ul style="list-style-type: none"> ○ Professional services consulting and contracting ○ Technology – software implementations and Cloud services ○ Software development and system integrations ○ Sales, training and support services
<p>AccessHQ</p> 	<p>Our expertise and integrated know-how is applied every day by leading companies and organisations to assist our client to gain more from their technology projects. AccessHQ is an independent Australian business and part of the Dialog Group of companies. Through our parent company we have access to a national and international network of experts to help solve your business problems.</p>	<ul style="list-style-type: none"> ○ Professional services consulting and contracting ○ Technology software implementations ○ Quality assurance ○ Testing solutions
<p>CatapultBI</p> 	<p>Catapult BI's business consultants work with our clients to gain a clear understanding of the corporate strategic direction, critical business drivers, the business systems upon which the organisation relies and the available corporate data sets.</p> <p>CatapultBI is part of the Dialog Group of Companies.</p>	<ul style="list-style-type: none"> ○ Professional services consulting and contracting ○ Technology – software data implementations
<p>ICEMEDIA</p> 	<p>For over 27 years, ICEMEDIA has been creating experiences for digital channels. Working with leading government and corporate clients, we design and develop solutions to enhance customer experiences and to better achieve business objectives. We work from the inception of a solution at the strategic level right down to design, implementation, training and support. The company is part of the Dialog Group of Companies.</p>	<ul style="list-style-type: none"> ○ Professional services consulting and contracting ○ Technology – software implementations ○ Web development

3. Potential Risks associated with the Group's operations and supply chains

Dialog, together with its subsidiary companies (AccessHQ, CatapultBI and ICEMEDIA), provide professional consulting specialists and services to major government and corporate clients around Australia, which has resulted in long term client relationships. These consultancy services include project management, business analysis, application architecture, application development, systems integration, implementation, training, testing, quality assurance, data management, web development and support services.

The potential risks associated with the Group's operations are considered to be low due to the following factors: 1. the use of our internal systems and methodologies that have been in place for many years and 2. strictly operating within the parameters of Government laws and regulations. In the recruitment and management of our people and their workplace the Group operates within Federal, State and Territory guidelines including FairWork, ATO, Department of Home Affairs, Workplace Gender Equality Agency (WGEA) and SafeWork Australia. Working closely with these governing bodies and our internal systems ensures we are mitigating any risks to our people and our services.

The Group recognises the possibility there may be areas of low visibility when connecting with our suppliers and, in turn, with their remote connections that may include overseas operations and supply chains.

With regard to COVID-19 in some States and business sectors relating to the sale of services there may be future delays or cancellations. This increased risk does not include the sale and purchase of goods, which continues to be strong.

4. Actions taken to address and mitigate potential risks

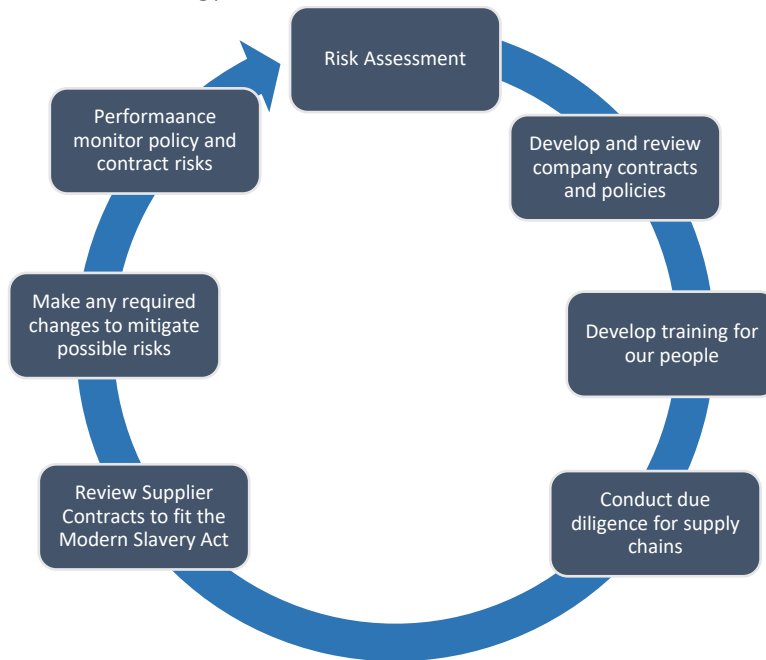
The Dialog Group has centralised records and data management systems administered by Senior Management and its Finance/Payroll/Accounts and Corporate Services teams working in the company's head office. These quality assurance and data management systems include SAGE Methodology, SharePoint, Microsoft and Microsoft Dynamics data systems that contain the company's payroll, supplier contracts, employment agreements, policies, processes and audits. These management systems are aligned with the Certified ISO9001:2015 quality management system. These systems are available to our subsidiaries and our branches Australia-wide.

Due diligence is a continuous process and includes a comprehensive audit system in connection with corrective actions and compliance of our records and data management.

5. Risk Assessment Practices, Solutions and Effectiveness

The particular steps the Group will take to assess, develop and review supplier contracts to ensure these fit the requirements of the Modern Slavery Act are included in the following risk assessment methodology.

a. Risk Assessment Methodology



b. Practices, Solutions and Effectiveness

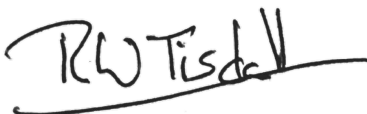
The practices and solutions to ensure effectiveness will include the ongoing assessment and review of supplier contracts, training and reference material for our people in connection with the Act. These measures, in association with the ongoing due diligence of current and future contracts and in association with the Group’s current methodologies and systems, will ensure the ongoing effectiveness of our Modern Slavery Statements.

6. Process of Consultation with entities the entity owns or controls

Consultation was carried out within the Group with respect to their operations and supply chains during the process of gathering information for this Statement. Each subsidiary was contacted to assess and evaluate its separate operations and supply chains. This information is tabled in section 2b.

7. Future Commitments

The Dialog Group recognises and understands the importance of the Modern Slavery Act and are committed to the review and assessment of any possible risks in our supply chain. During the coming financial year, the Group will continue to review our supplier contracts and procurement processes to ensure ongoing compliance with the Act.

<p>The Dialog Group’s Modern Slavery Statement is hereby approved by the principal governing body for the reporting entity. This Statement is signed and dated by a member of the reporting entity, who is responsible for the Group’s governance.</p>		
<p>Signed for and on behalf of the Dialog Group of Companies:</p>		<p>30/3/2021</p>
	<p>Robert Tisdall, Director</p>	<p>Dated</p>