

NOUS GROUP – MODERN SLAVERY STATEMENT – FY 2023

Reporting Entity, Structure, Operations and Supply Chain

Reporting Entity

This statement is for the financial year ending 30 June 2023, and has been approved by the Nous Executive Board (**NEB**) on 24 October 2023 for:

1. Nous Group International Pty Ltd (**NGI**);
2. Nous Group Pty Ltd (**Nous Australia**);
3. Nous Group (UK) Ltd (**Nous UK**);
4. Nous Group Holdings (Canada) Ltd (**Nous Canada**);
5. Cubane Consulting Group Pty Ltd (**CCG**);
6. Cubane Solutions Pty Ltd (**CS**);
7. Cubane Consulting Pty Ltd (**CC**);
8. Cubane Consulting (UK) Ltd (**CCUK**); and
9. Cubane Consulting (Canada) Ltd (**CCC**),

together, **Nous Group**).

Our operations

Nous Group is an international business providing management consultancy and university benchmarking services, with approximately 800 people working across Australia, the United Kingdom, and Canada. Our work reflects our optimism and ambition for a better future. We partner with leaders to shape world class businesses, effective governments, and empowered communities. We believe in doing business ethically, and this underpins our commitment to examine our supply chains and promote our zero-tolerance approach toward modern slavery.

The organisations comprising Nous Group are each wholly owned or controlled by Nous Group International Pty Ltd.

Supply Chain

Where possible, Nous Group engages partners and suppliers that aim to support the community by employing vulnerable populations. We promote relevant businesses internally and procure from such suppliers for both internal needs, and for client work.

Nous Group works with a range of suppliers across its offices for various services, including information technology, finance, marketing, and people functions. We also engage travel booking and transport services, as well as catering and cleaning services for facilities management.

While we deal with most of these suppliers directly, in many cases these suppliers will also work with entities that we do not have a direct contractual relationship with.

Nous Group maintains a centralised email address for people to report concerns regarding modern slavery and unethical practices within the Nous Group. These concerns will be received by Nous Group's Head of Information Security and Risk who will liaise with Nous Group's Senior Legal Counsel to determine the best course of action.

Risks of Modern Slavery

In terms of our people, the risk of there being any issues of modern slavery are low as our employment contracts comply with the relevant laws in each jurisdiction that we operate.

Regarding our direct supply chain, there is also minimal risk of modern slavery as our business does not intersect directly with any high-risk industries. We are, however, engaged with high-risk industries indirectly. For example, our building managers engage cleaners to perform cleaning services in our offices.

In FY23 Nous Group confirmed the ability to record the results of modern slavery audits on FinancialForce, which provides a centralised repository for audit results.

Actions taken to address the risks of Modern Slavery & assessment of effectiveness

Nous Group has a zero-tolerance approach to modern slavery. While we always seek to engage with ethical suppliers and vendors, we recognise the need to regularly review our policies and procedures as Nous Group's business grows in both jurisdictional reach, and operational sophistication.

During FY23 Nous Group focused on reviewing its previous compliance with modern slavery regulation and refreshing its approach as part of an overall program of work. Nous Group appointed an employee to the role of Nous Group Sustainability Manager tasked with, amongst other things, linking the audits of Nous Group's supply chain and its compliance with modern slavery requirements into a broader sustainability strategy and plan.

In FY24 the Sustainability Manager plans to undertake a holistic assessment of suppliers to ensure auditing is focused on the highest-risk suppliers, including one-one-one engagement, where appropriate. Nous Group will develop basic training materials and check-lists for business-wide distribution, to ensure Nous Group employees can better identify modern slavery risks.

Consultation for this Joint Statement

This statement is issued on behalf of NGI, Nous Australia, Nous UK, Nous Canada, CCG, CS, CC, CCUK, and CCC. This Statement was approved by the NEB, which is made up of Nous Group's Managing Principal and CEO, Function Leads and a selection of Principals from across Nous Group. The NEB is predominantly made up of people working at Nous Australia as Nous Australia performs most of the administrative and support functions for and on behalf of the balance of the Nous Group entities, including providing finance, legal, marketing, and HR assistance. However, the NEB includes representatives from Nous UK and Nous Canada. CCG, CS, CC, CCUK, and CCC are represented on the NEB by Nous Group's Managing Principal and CEO.

Other relevant information


While NGI is a holding company and engages only few suppliers, NGI has been added to this

statement to ensure all entities within Nous Group consider relevant modern slavery issues.

Conclusion

Any concerns about modern slavery taking place in our business should be raised by emailing governance@nousgroup.com.

Signed

A handwritten signature in black ink, appearing to be 'T. Orton', written in a cursive style.

Tim Orton

Managing Principal and CEO