



## MODERN SLAVERY STATEMENT UNDER THE MODERN SLAVERY ACT 2015 (UK) AND MODERN SLAVERY ACT 2018 (AUS)

The Quantium Group ("Quantium") is committed to operating its business lawfully and ethically and to only working with suppliers that are aligned to our values. We expect our suppliers to operate in accordance with all applicable modern slavery laws including those prohibiting human slavery and slavery like practices, human trafficking, and child labour.

The Modern Slavery Act 2015 (the "UK Act") is an Act of the Parliament of the United Kingdom. It is designed to tackle slavery in the UK, and consolidates previous offences relating to human trafficking and slavery. The Act also introduced a new corporate reporting obligation requiring companies that qualify to set out the steps they are taking to tackle modern slavery issues in their businesses and supply chains.

The Commonwealth Modern Slavery Act 2018 (the "AUS Act") entered into force on 1 January 2019. The AUS Act established a national Modern Slavery Reporting Requirement which applies to large businesses and other entities in the Australian market, and support the Australian business community to identify and address their modern slavery risks, and maintain responsible and transparent supply chains. Entities which are required to comply with the Reporting Requirement must prepare annual Modern Slavery Statements.

These statements must set out the reporting entity's actions to assess and address modern slavery risks in their global operations and supply chains. The Australian Government publishes these statements through an online central register.

Quantium is therefore issuing this Modern Slavery Statement to provide a description of its organisational structure, business and supply chains, as well as an outline of the policies, staff training, due diligence mechanisms and risk management approaches which are in place related to human trafficking and slavery.

### Organisational structure

Established in 2002, Quantium is an Australian-formed, globally recognised leader in the development of data-driven insights and ideas.

Quantium is made up of the following entities:

#### Australia:

- The Quantium Group Holdings Pty Limited
- Quantium Ventures Pty Limited
- The Quantium Group Pty Ltd
- Quantium Software Pty Ltd
- Market Blueprint Pty Limited
- Quantium Digital Pty Limited
- Quantium Health Holdings Pty Limited
- Quantium Health (joint venture)

#### India

- Quantium Analytics Private Limited

#### Hong Kong

- Quantium Hong Kong Limited
- Quantium Health HK Limited

#### New Zealand

- Quantum Group Pty Limited

#### South Africa

- Quantum South Africa (Pty) Ltd
- Quantum Health SA (joint venture)
- Quantum Health Pty Limited (joint venture)
- Health Outcomes Australia Pty Ltd

#### United Kingdom

- Quantum Limited

#### United States

- Quantum Inc.

### Business activities

Quantum provides insights into the rapidly changing needs and preferences of consumers and generates ideas as to how brands can engage customers and create new and sustainable sources of competitive advantage. Using data, analytics, and technology, Quantum has enabled many of the world's most progressive businesses to capitalise on the value of their data by leveraging unique data assets, analytical skills, and software development capabilities.

The activities undertaken in the locations in which Quantum operates are summarised below:

- Auckland (NZ) Sales & Consulting
- Bentonville (US) Sales & Consulting
- Brisbane (AU) Sales & Consulting
- Canberra (AU) Sales & Consulting
- Chicago (US) Sales & Consulting
- Hong Kong (CN-HK) Sales & Consulting
- Hyderabad (IN) Operations Support, Product Development
- Johannesburg (ZA) Product Development, Sales & Consulting
- London (UK) Sales & Consulting
- Melbourne (AU) Operations Support, Sales & Consulting
- San Francisco (US) Product Development, Sales & Consulting
- Sydney (AU) Business and Technology Operations, Product Development, Sales & Consulting.

### Supply chain

Quantum engages with, and relies upon, a relatively straightforward network of suppliers. As part of our risk management framework, we perform reviews prior to working with new suppliers through a central procurement function in Australia. These reviews involve prospective suppliers completing Quantum's New Supplier Engagement Questionnaire, with sections dedicated to the prospective supplier's approach to addressing modern slavery risks in their supply chains and operations. Quantum's Procurement Team assesses completed supplier questionnaires and reviews relevant documentation provided in support of the prospective supplier's responses (e.g., policies, training materials, process diagrams). The assessment will have one of two possible outcomes:

- Supplier is onboarded:

Where the prospective supplier can demonstrate the operation of a framework to effectively address modern slavery risks in their supply chains and operations (as well as satisfactorily answering all other sections of the New Supplier Engagement Questionnaire), they are onboarded as a supplier to Quantum

- Further consultation takes place between the prospective supplier and Quantum:

Where the prospective supplier cannot demonstrate the operation of a framework to effectively address modern slavery risks in their supply chains and operations (or hasn't satisfactorily answered all other sections of the New Supplier Engagement Questionnaire) Quantum's Procurement Team will engage the prospective supplier to assist them in uplifting their approach to modern slavery risks (or any other relevant area of the Supplier Questionnaire). Where this engagement takes place, a subsequent review is conducted, and the prospective supplier is either onboarded (in the case the required uplift has demonstrably occurred) or rejected (in the case the required uplift has not demonstrably occurred). Where attempts to engage the prospective supplier are unsuccessful, the prospective supplier is rejected.

Outcomes of the review process and analysis of supporting documentation are recorded in a central database to assist in regular supplier reviews and to transparently record Quantum's decision-making process.

Suppliers can be categorised in terms of the types of services/goods offered and the business unit(s) they support. Most supplier categories are listed below.

- Data partners
- Data centre provider
- IT infrastructure
- Software
- Cloud services
- IT Hardware
- Commercial real estate
- Office supplies and Office-related services (e.g., cleaning)
- Corporate merchandise (garments with Quantum's logo for Quantum's employees)
- Legal firms
- Marketing agencies
- Employee training and development
- Recruitment services

Quantum works proactively to reduce modern slavery within its supply chain and operations and expects all organisations it engages with to do the same. If a supplier identifies a situation, or material risk, of modern slavery in its supply chains or operations, they are expected to take effective steps to address this. They should also notify Quantum as soon as possible and, where required, also the relevant authorities.

## Operations

Quantum employs at the highest levels of expertise across data, analytics, technology, and media to both help organisations make the most out of their data and capitalise on our range of unique data sources. Analysis is always connected to tangible commercial outcomes, using sophisticated processes to profile and predict customer behaviour and response.

The majority of Quantum team members are employed directly and on permanent contracts. This lowers modern slavery risks within our direct team. Where team members are recruited via third parties it is only through trusted partners which have been subject to our supplier onboarding process. We do not employ, either directly or via third parties, anyone in the high-risk industries identified in the [Global Slavery Index](#) (e.g., the fishing industry and cocoa agriculture).

## Due Diligence

Steps taken include:

- **An assessment of potential modern slavery risks in our operations and supply chains, with an emphasis on high-risk geographical locations and industries.**

Due to the nature of Quantum's operations, it has a small amount of supplier engagements for the acquisition of goods and services. The overwhelming majority of Quantum's supplier engagements are with highly specialised services such as consulting, specific software, and various professional services. Quantum has a single point of entry for supplier engagements where suppliers are assessed and categorised.

Through an ERP system (Dynamics 365) Quantum maintains strict **traceability, accountability, and transparency** of all procurement related transactions (including new supplier engagements). Quantum has a strong legal framework around supplier engagement through Terms and Conditions and various Service Agreements with special focus on supply chain responsibilities.

Quantum has a **catalogue of assessed suppliers** which is periodically analysed to have a clear understanding of risk exposure and consequent risk mitigation. Quantum is constantly assessing its suppliers and their supply chain through the lens of Modern Slavery requirements.

- **Steps to address any potential modern slavery risks identified**

By assessing Quantum's catalogue of assessed suppliers, it is identified that provision of garments (as a form of merchandise for Quantum employees) is an area of high risk. Quantum opted to utilise only one preferred supplier who was thoroughly assessed (as well as their supply chain), providing elements to ensure compliance and adherence to Quantum's Modern Slavery Policy.

- **A review of relevant existing company policies and frameworks, including Code of Conduct and Procurement, to ensure robust controls are in place to minimise modern slavery risks**

Relevant policies and frameworks set out the high standards of legal and ethical decision making and conduct Quantum requires of its employees. These policies and frameworks are available to all employees and include reporting and accountability provisions, as well as providing protection against retaliation for anyone who reports wrongdoing.

- **A commitment to applying a continual improvement approach to reducing the risk of modern slavery practices within our supply chains and operations.**

Quantum recognises that effective management of modern slavery risks requires frequent analysis and improvement of existing processes and frameworks. We are committed to consistently developing our ways of working to minimise modern slavery risk in our supply chains and operations.

- **A review of supplier contracts to ensure they contain terms that are consistent with modern slavery legislation**

We have ensured expectations around modern slavery risk are incorporated into our interactions with both new and existing suppliers.

## Policies

Quantum has a Code of Conduct in place, which applies to all employees, directors, company officers and resources engaged via a third party. The Code of Conduct states that anyone conducting Quantum business is expected to adhere to and promote standards of professional behaviour that support an effective, ethical, collaborative and high-performance workplace and that it is everyone's responsibility to make Quantum the workplace we want it to be, by taking the right actions and by living our DNA. This includes complying with all applicable country laws, including those related to slavery and human trafficking.

## Training

Quantum provides training to its employees regarding the policies and processes it has in place to combat slavery and human trafficking and the reporting mechanisms available to employees and non-employees to report concerns and complaints. This is vital to increase understanding of this Policy, Quantum's approach to limiting the risk of modern slavery within our supply chains and operations, and the role employees play.

## Monitoring and Reporting

The Risk and Compliance team monitor concerns and complaints related to company policies and legal requirements, including those made in relation to the Act and Quantum's Modern Slavery Policy.

## Assessing the effectiveness of our actions

Quantum is continually working to understand the effectiveness and impact of the initiatives in this Statement. Currently, Quantum tracks the performance through a combination of internal mechanisms and performs regular Supplier assessments to identify modern slavery related risks. The assessment results then feed into our overall Risk Management Framework. Aligned to Quantum's continual improvement approach, Quantum aims to ensure the ongoing effectiveness of our framework is measured, and appropriate action is taken in response to any identified deficiencies. The Legal, Risk and Compliance teams monitor concerns and complaints related to company policies and legal requirements, including those made in relation to the UK Act, the AUS Act and Quantum's Modern Slavery Policy.



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Adam Driussi,  
Chief Executive Officer