

Modern Slavery Statement



What information does this statement cover?

This statement is made pursuant to section 16 of the Modern Slavery Act 2018 and sets out the steps we will take to continue to ensure that our business as well as our supply chains are free from slavery. Multimedia Technology is committed to a zero tolerance of slavery, human trafficking and child labour in any of its activities, as well as seeking to ensure that our supply chains are also free from such practices.

About Us

Multimedia Technology is one of Australia's premier national IT distributors, representing the leading IT/AV/Software and Communications vendors from around the globe. Established in 1990, We have experienced exceptional growth and are now a major player in the Australian IT industry. Our extensive product range includes optical drives, graphic cards, digital cameras, monitors, notebooks, netbooks, data storage, networking products and a host of value-adding accessories. We distribute many leading brands.

Company Structure

Multimedia Technology Head Office is located in Melbourne. Regional offices are located in Sydney, Brisbane and Perth. We are Pty Ltd Australian company with 85 employees all of whom are based in Australia. For more information on what we do and who we are please visit: www.mmt.com.au.

Principles

Multimedia Technology are committed to protecting and respecting human rights in our supply chain, and strive to work closely with our partners, fostering long-term relationships with vendors and resellers who share our commitment to ethical and responsible business practices.

Multimedia Technology firmly believe that our success comes from the diversity and strength of our workforce. We value and respect our employees and comply with all employment, equal opportunity, taxation, whistle-blower and consumer protection laws in Australia, including the Fair Work Act. We are committed to:

- Providing safe working conditions
- Having a workplace free from harassment, discrimination, hostilities, and bullying
- Acting ethically and lawfully in all business conduct
- Engaging with our employees, vendors and resellers respectfully and honestly

Our operations and supply chain

As an IT Distributor we operate in an industry where we purchase from a large range of local and international suppliers and manufactures. Our supply chain predominately consists of:

- The resale of IT/AV products in the following product categories: Computers, Displays, Graphic Cards, Networking, Printers, Security, Storage, Cameras, AV and Audio Visual, Power Protection and Software

- The procurement of products and services for marketing merchandise, stationary, cleaning, catering, maintenance services, travel providers, hospitality services, security, energy and utilities
- We outsource for professional services including external law firms, tax advisors, accountants and insurance brokers

Potential risks in the supply chain

An internal assessment of the supply chain and consultation with key staff within Multimedia Technology has revealed that there are 2 levels of risk. The supply chain relating to products and professional services (not for resale) is considered to be a small to low risk. This is due to the fact that Multimedia Technology are engaging local suppliers who normally utilise higher skilled Australian workers with fewer tiers of supply.

There are potential risks in the supply chain relating to IT product for resale. This risk exists as our suppliers may have access to a large pool of unskilled workers who may be vulnerable to exploitation. This risk may also flow down to other tiers in the supply chain, such as component manufactures or businesses that provide raw materials for manufacture. While Multimedia Technology recognise our statutory obligations under the Modern Slavery Act 2018, we do not control the conduct of individuals or business that exist in our supply chain.

Addressing the risks in the supply chain

In order to monitor and mitigate the risks of slavery occurring within our supply chains, employees within our business are expected to keep alert internally and when dealing with and seeking suppliers. Many of our employees have the opportunity to make observations when visiting a supplier's premises.

Our purchasing team have a number of procurement processes in place, including supplier engagement principles and supplier on-boarding requirements. These procedural controls will be reviewed to ensure that we have robust processes in place to minimise the risk of modern slavery in our operations and supply chain.

Our Suppliers are expected to conduct their businesses responsibly and ethically and comply with applicable laws and regulations. Suppliers are expected to have in place effective policies and procedures to manage ethical issues within their supply chain including, but not limited to, Modern Slavery.

Future Commitments

Over the next 12 months our key focus areas will be:

- Beginning stakeholder engagement on this issue.
- Educating key purchasing employees on slavery risks
- Publishing our current Modern Slavery Statement online
- Creating a list of all key vendors and ask these Vendors to supply Multimedia Technology with a copy of their Modern Slavery Statement. New Vendors will be required to provide a copy of their Modern Slavery Statement
- Assessing the practicality of these measurements, identifying gaps, and incorporating changes into the broader effectiveness of our Modern Slavery framework.

Review

Our commitment to prevent modern slavery practices in our supply chain is ongoing and therefore this statement may be reviewed and amended from time to time.

Approval

This statement was approved by the board of directors of Multimedia Technology Pty Ltd on Thursday 22nd April 2021.

A handwritten signature in black ink, appearing to read 'John Hassall', with a stylized, wavy underline.

John Hassall,
CEO Multimedia Technology

