

# Modern Slavery Statement

Technology One Limited ACN 010 487 180

Statement Period: 1 October 2023 to 30 September 2024

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## Introduction

Our mission is to build and deliver truly great products and services that transform business and make life simple for our customers. As a large successful company, we recognise our role in taking meaningful action to better our communities – this commitment extends to advancing our understanding and respect for human rights and eradicating modern slavery.

This Modern Slavery Statement (Statement) is made under the Australian Modern Slavery Act 2018 (Cth) and the United Kingdom Modern Slavery Act 2015. It describes the steps taken by Technology One Limited (TechnologyOne) and its controlled entities, as identified at Appendix 1 (TechnologyOne Group), to assess and address modern slavery risks in our operations and supply chain during the year ending 30 September 2024.

The information set out in this Statement is provided as a consolidated description for the TechnologyOne Group. References to 'TechnologyOne', 'Group' and the terms 'we' and 'our' are used in this Statement to refer collectively to the Group.

For more information on our sustainability disclosures:

- Read about TechnologyOne's environmental, social, and governance arrangements in the FY24 Sustainability Report.
- Review TechnologyOne's strategy, operational performance and governance in the FY24 Annual Report and FY24 Corporate Governance Statement.

## Our approach

Our fifth statement was developed in consultation with business units and Group entities. Over the reporting period, we reassessed and identified new modern slavery risks, increased collaboration efforts with strategic and high-risk suppliers and refined our training for organisation awareness.

TechnologyOne's sustainability related risks and opportunities, including for modern slavery, are integrated into our Risk Management Framework and managed as part of our overall business strategy. These are overseen and endorsed by executive leadership and approved by the Board. The Audit & Risk Committee – a sub-committee of the TechnologyOne Board – has oversight of material enterprise-wide risks.

## FY24 key focus areas

- Deepened our sustainability and modern slavery risk and management disclosures
- Assessing strategic and high-risk suppliers for sustainability and modern slavery risks
- Strengthening organisational awareness of universally recognised human rights and mechanisms to raise concerns
- Reassessing our modern slavery risks and controls adequacy
- Strengthening leader attestation statements to increase accountability for modern slavery risk identification and management.

## FY25 proposed key focus areas

- Review our risk assessment tools and approach for vendor screening and high-risk category management
- Further embed our Supplier Code of Conduct and improve supply chain visibility and understanding for strategic and high-risk suppliers
- Further deepen of our sustainability and modern slavery risk and management disclosures.

## About TechnologyOne

We are an ASX-listed technology company who entered the ASX top 100 in March 2023. We provide a global Software as a Service (SaaS) Enterprise Resource Planning (ERP) solution that transforms business and makes life simple for our customers. Our deeply integrated enterprise SaaS solution is available on any device, anywhere, anytime and built to be easy to use.

Part of our difference is we do not use implementation partners or value-added resellers. We take ownership for building, marketing, selling, implementing and supporting our ERP for each customer to help ensure their success – we call this the “Power of One”: one vendor with a single vision, code-line and experience.

With over 1,300 leading corporations, government departments and statutory authorities powered by our software, TechnologyOne is Australia’s largest enterprise SaaS company. Our target markets include local government, government, education, health and community services, asset and project intensive industries, corporates and financial services.

Further information on who we are and what we do can be found on our website: [www.technology1.com](http://www.technology1.com).

### Our structure & operations

Our international team, made up of more than 1,200 passionate individuals, are based in Australia, the United Kingdom, New Zealand and Malaysia. All team members are employed directly by TechnologyOne and in accordance with applicable local laws and regulations.

Our team member locations:

Country	FTEs	Approximate % of global team
Australia	938.3	74%
United Kingdom	132.5	11%
New Zealand	54.8	4%
Malaysia	136	11%
Total	1,261.6	100%

Headquartered in Brisbane, TechnologyOne has offices across:

- Australia in Brisbane, Sydney, Canberra, Melbourne, Perth and Adelaide,
- New Zealand in Auckland and Wellington,
- the United Kingdom in London, and
- Malaysia in Kuala Lumpur.

Our controlled entities as at 30 September 2024 included a total of 18 entities (as identified at Appendix 1) in Australia, New Zealand, Malaysia, the United Kingdom, Germany and Singapore. All Group entities trade under the TechnologyOne brand and operate in the information technology sector, delivering our SaaS ERP solution. The Group operates through centralised global functions for research and development, customer experience, people, sales, marketing and corporate services.

Our controlled entities are administered under our Group Subsidiary Directorship Policy which sets out the appointment of subsidiary directors. All Group entities follow the same policies and practices, only differentiating according to local laws and regulations.

## Supply chains

TechnologyOne's supplier arrangements range from one-off purchases to multi-year strategic supply agreements. Our global supply chain comprises of over 950 direct (or Tier 1) suppliers across more than 10 countries,<sup>i</sup> and this number is increasing as we continue to grow and expand our operations. From this, there's 20 suppliers that account for approximately 65% of our total global spend. Around 96% of contracted direct suppliers are located in Australia, New Zealand, the United Kingdom, the United States or Canada. These countries have a low presence of modern slavery and human rights infringements.

Our supplier categories of spend are primarily related to IT and technology, professional services and property and operations charges. Additional categories of spend include those related to marketing, hospitality and events, travel and mobility and human resources. These relationships are managed by internal "vendor owners", where new or altered supply agreements over \$1,000 are subject to vendor screening assessments.

### Where we procure from

Country	Approximate % of total global spend	Approximate % of global supplier count
Australia	80%	71%
United Kingdom	7%	13%
New Zealand	1%	10%
Malaysia	2%	4%
United States & Canada	1%	2%

### What we procure

Goods or services	Approximate % of total global spend	Approximate % of global supplier count
IT & technology	47%	20%
Property & operations	20%	22%
Professional services	15%	12%
Marketing	8%	14%
Travel & mobility	4%	5%
Human resources	4%	17%
Hospitality & events	2%	10%

## Governance of sustainability risks

Strong governance and assurance controls are central to our business. The TechnologyOne Board maintains oversight of sustainability matters, translating these into our strategy for long-term value. The Board oversees progress against our strategic programs on an ongoing basis and approves disclosures.

Through our Risk Management Framework, the Audit & Risk Committee has oversight of material enterprise-wide risks and the integrity of our statutory statements, including reviewing compliance with applicable laws, regulations and reporting standards.

Our Nominations & Governance Committee reviews TechnologyOne's sustainability agenda and progress against key priorities.

Our Remuneration Committee considers executive performance on environmental, social and governance issues when considering whether malus should be applied to vesting outcomes.

The Audit & Risk Committee, Nomination & Governance Committee, and Remuneration Committee all consist of independent non-executive directors, in accordance with the ASX Corporate Governance Principles and Recommendations (4<sup>th</sup> Edition).

The Executive Team is accountable for the implementation of key objectives and programs under TechnologyOne's sustainability agenda, which includes driving ethical operations. Reporting to the Chief Financial Officer, the Group Company Secretary and Head of Compliance and Risk has accountability for TechnologyOne's sustainability program of work. The Group Company Secretary and Head of Compliance and Risk informs the activities of the respective TechnologyOne areas who are responsible for supporting, guiding, and overseeing key deliverables under our sustainability agenda.

### Corporate values

Our values represent what matters and what's important to us. They represent our default moral position and are our underlying principles when working with each other, our customers and the wider community, and underpin our approach to working to prevent modern slavery and human rights abuses.

Further details on our core beliefs and values are available on our corporate website and in our Annual Report.

### Policies and procedures

TechnologyOne has an established set of policies and procedures that govern our operations. Key policies and procedures relevant to how TechnologyOne respects and safeguards internationally recognised human rights include:

- **Modern Anti-Slavery Policy:** which outlines our approach to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place in our business or supply chains.
- **Code of Business Conduct:** which outlines our expectations for team members to operate in line with our values and beliefs, which underly our culture. This Code specifically calls out expected behaviours regarding ethics, bullying and harassment.
- **Supplier Code of Conduct:** which outlines our supplier expectation to have policies and/or processes in place to identify, mitigate and address any form of modern slavery within their operations and supply arrangements.
- **Whistleblower Policy:** which covers whistleblowing concerns raised by anyone who currently works or formerly worked for TechnologyOne as well as any current or former supplier of goods or services to TechnologyOne.
- **Risk Management Framework:** which adopts a risk-based approach to our operational and supply chain risk management planning, key decision making and observance of compliance obligations.
- **Anti-Discrimination Policy:** which reinforces TechnologyOne's approach of embracing diversity, ensuring there is a safe, flexible, and respectful environment for all team members and customers.

### Risk management

TechnologyOne's Risk Management Framework is aligned to international risk management guidelines (ISO 31000:2018) and provides a consistent approach for identifying, analysing, evaluating, treating, monitoring, and reporting risks at all levels of the organisation.

Our sustainability-related risks and opportunities, including for modern slavery, are integrated into our Risk Management Framework and managed as part of our overall business strategy. Risk level

assessments are routinely undertaken, where the Board maintains oversight of our material enterprise risks.

Our material risks include cyber risk, people risk, and building the future risk where robust controls are in place to mitigate occurrence. We are of the opinion that we do not have material sustainability risks outside of this due to controls implemented.

Under our Risk Management Framework, we have systems in place to:

- identify and assess potential risk areas in our supply chains
- mitigate the risk of slavery occurring in our supply chains
- monitor potential risk areas in our supply chains
- protect whistleblowers.

## Modern slavery risks

**TechnologyOne has not identified any specific instances of modern slavery.** As a SaaS company whose workforce consists predominately of highly skilled employees in jurisdictions with strong worker protections, we consider the risk of modern slavery within our direct business operations to be very low. We do however recognise that through our supply chain, we can be indirectly exposed to the risk of modern slavery.

### Direct labour

All team members are employed directly by TechnologyOne and in accordance with applicable local laws and regulations. We do not rely on external providers to supply us with workers for temporary demand peaks. TechnologyOne has physical office locations in four countries. More than 96% of our global workforce is located in countries considered to be at low risk of modern slavery and with governments who take strong action against it.<sup>ii</sup>

A small number of our employees (10%) are located in countries where government efforts to counter modern slavery are good but not as strong as developed countries. These employees provide skilled labour who undergo robust hiring and screening processes. Where we engage a local recruitment firm in this jurisdiction to assist with attraction and recruitment campaigns, we ensure there are sufficient measures for ethical hiring. As part of our standard recruitment processes, we undertake a range of checks to satisfy ourselves that our employees are legally allowed to work and have valid identity documents and/or visas for the location where they will be working. All employment contracts and terms of engagement are provided in our team members' native language, ensuring all work-duties, hours of work, and compensation details are fully understood.

We do not employ children in any capacity within the TechnologyOne Group. As such, we consider the risk of modern slavery and human trafficking in our directly-employed workforce to be very low, where current controls are considered adequate.

### Supply chain

TechnologyOne is committed to minimising the risk of directly causing modern slavery and/or contributing to it. We take a risk-based approach to managing our suppliers, meaning we do more due diligence for suppliers considered to be at high-risk of modern slavery due to the goods or services being procured or the supplier's country of operations.

During the year, we assessed our existing strategic and high-risk suppliers for modern slavery risks who together represent approximately 65% of our total global spend. We also conducted over 256 vendor screening assessments for new or altered supply agreements over \$1,000, which centrally assesses risk of modern slavery in our procurement activities. As smaller purchases not subject to a contract or agreement can be made by our team members directly, modern slavery awareness is part of our mandatory annual training for all Group employees.

Our supply chain modern slavery risks exist due to the goods or services procured being in a high-risk category or sourced from a high-risk geography as set out Global Slavery Index.

Sector or geography	Potential risk	TechnologyOne risk exposure & management
<b>Apparel &amp; merchandise</b>	TechnologyOne will often procure promotional or marketing goods – such as t-shirts, bags and drink bottles. Apparel and merchandise can be mass-produced at low cost, where there may be poor labour practices at differing stages of the supply chain – growing and producing raw materials, to processing these into inputs, to manufacturing.	Clothing and branded goods make up a small portion of TechnologyOne's supplier spend. Our direct suppliers (tier 1) in this category are all Australian based who represent strong warranties of ethical practices with zero tolerance to modern slavery. To minimise risk, TechnologyOne limits its suppliers in this category where vendors are subject to annual modern slavery assessments.
<b>Technology &amp; electronics</b>	TechnologyOne routinely procures electronic hardware including laptops, computers and mobile phones. The electronics manufacturing industry, which in some instances is reliant on migrant labour, can be prone to poor labour practices.	Electronic equipment (including laptops, keyboards, earphones, computer motors, docking stations, mobile phones, etc) make up a small portion of TechnologyOne's supplier spend. Our suppliers in this category are reputable brands which are subject to mandatory modern slavery disclosures and have a positive commitment of zero tolerance of modern slavery.
<b>Hospitality &amp; accommodation</b>	TechnologyOne relies on outsourced catering suppliers when running customer or mass team events, and as a global organisation – our team members are often required to travel to offshore locations. The hospitality industry can be prone to poor labour practices where the risk is heightened if workers are from vulnerable backgrounds including migrants coming from low socio-economic, culturally, and linguistically diverse backgrounds.	Hospitality and accommodation spend makes up a small portion of TechnologyOne's supplier spend. All our tier 1 hospitality suppliers are located in countries with low risk of modern slavery. Our tier 1 travel suppliers represent strong warranties of ethical practices with zero tolerance to modern slavery. To minimise our accommodation risk, TechnologyOne engages a single travel vendor who manages majority of our accommodation bookings and arrangements, which are mainly through large chain hotel groups.
<b>Facilities Management</b>	TechnologyOne procures various categories of services including cleaning, electrical and installation and maintenance services suppliers to service our global offices. Workers in the facilities management supply chain can be subject to heightened vulnerability of modern slavery, particularly for workers from migrant, low socio-economic, or culturally and linguistically diverse backgrounds.	Most of our tier 1 suppliers in this category are located in countries with low risk of modern slavery. We have a very small number of facility suppliers (3%) in Malaysia where local laws and regulations to counter modern slavery are good, but not as strong. Ongoing suppliers in this category are subject to vendor screening on appointment and annual modern slavery assessments.

<b>High-risk geographies</b>	TechnologyOne procures limited categories of services, including for information technology, professional services and human resources from vendors who operate in countries where local laws and regulations to counter modern slavery are not as strong	<b>We have no tier 1 suppliers from high-risk countries</b> as identified in the 2024 Global Slavery Index. Around 4% of our direct suppliers are located in countries that have a medium modern slavery risk. The majority of these are in Malaysia, where TechnologyOne has an office. All strategic suppliers in this category represent strong warranties of ethical practices with zero tolerance to modern slavery. To minimise risk, new vendors are subject to annual modern slavery assessment and onboarding screening.
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## Due diligence

Our controls form part of, and underpin our approach to identifying, assessing, and addressing risks of modern slavery.

### Key controls

Control type	Control description	Control scope
<b>Recruitment due diligence</b>	We operate a robust recruitment process that includes right to work checks for all prospective employees.	Group team members
<b>Leader attestation statements</b>	We issue twice yearly leader attestation statements which increase accountability across our business for ensuring that our Modern Anti-Slavery Policy is complied with, and that all Group employment terms comply with relevant legislative, regulatory and Award requirements.	Group team members
<b>Modern slavery awareness training</b>	All TechnologyOne Group employees are required to annually complete our Code of Business Conduct training, which includes overview of universally recognised human rights and how to raise concerns.	Group team members
<b>Supplier due diligence</b>	As part of our supplier contract approval process, we perform vendor screenings for new or altered supply agreements over \$1,000 to identify modern slavery risks. Strategic and high-risk suppliers are also asked to complete an annual attestation and in some instances, verification process.	Suppliers
<b>Standard contractual terms modern slavery</b>	Our standard contract terms include express warranties against engaging in conduct which may contravene any modern slavery laws, and that reasonable steps are taken to identify, assess and address modern slavery risks. Under these terms, we may also seek to undertake supplier audits for strategic and high-risk vendors.	Suppliers

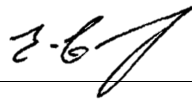
<b>Supplier Code of Conduct</b>	Our Supplier Code of Conduct sets out the minimum standards that we expect of our suppliers in areas such as modern slavery and human, unethical practices and climate-change. Where a supplier is unable to meet our expectations, it's our preference to work alongside these suppliers and collaborate on improvements.	Suppliers
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### Assessing effectiveness

We measure how effective we are in ensuring that slavery is not taking place in any part of our operations or supply chains using various metrics which includes:

Impact Group	Key indicator	FY24 data
Our people	Percentage of employees who completed the Code of Business Conduct training module	95%
	Total number of modern slavery-related complaints received via a grievance mechanism	0
Suppliers	Total number of strategic and high-risk suppliers assessed for modern slavery risk	100%

The directors of all controlled entities, as outlined at Appendix 1, were consulted on the Statement prior to the statement being reviewed and approved by the Board of TechnologyOne on 11 November 2024.



**Edward Chung**

Managing Director and CEO

11 November 2024



## Appendix 1:

TechnologyOne controlled entities as at 30 September 2024:

Entity name	Country of incorporation	Equity holding
Technology One Limited	Australia	Publicly Listed
Avand Pty Ltd	Australia	100%
Boldridge Pty Ltd	Australia	100%
Cyon Knowledge Computing Pty Ltd	Australia	100%
Desktop Mapping Systems Pty Ltd	Australia	100%
Jeff Roorda & Associates Pty Ltd	Australia	100%
Icon Strategic Solutions Pty Ltd	Australia	100%
Technology One New Zealand Ltd	New Zealand	100%
Digital Mapping Solutions NZ Limited	New Zealand	100%
Technology One Corporation SDN BHD	Malaysia	100%
Cyon Knowledge Computing SDN BHD	Malaysia	100%
Technology One UK Limited	England	100%
Scientia Resource Management Limited	England	100%
Scientia Limited	England	100%
Scientia P3M Limited	England	100%
Procyon Research Limited.	England	100%
Scientia GmbH	Germany	100%
Cyon S.E Asia Pte Limited	Singapore	100%

<sup>i</sup> As at 30 September 2024.

<sup>ii</sup> Global Slavery Index 2024.