



MODERN SLAVERY STATEMENT 2021 FINANCIAL YEAR

THE DIALOG GROUP OF COMPANIES

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	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
	Innodev Pty Ltd [trading as innodev] ABN 36 127 666 031
	Scrum Australia Pty Ltd [trading as Scrum Australia] ABN 54 160 811 290

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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 was submitted and approved.

This current 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.

This Statement covers the FY 2021 from 1 July 2020 to 30 June 2021.

Summary:

The Dialog Group continues to operate its business lawfully and ethically and work only with suppliers aligned to our values. The Group expects 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 protection, workplace health and safety and our employees' inclusion and diversity. The Group has Code of Conduct, Safe & Fair Workplace, Corporate Social Responsibility and Whistleblower policies, together with 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 services. Delays concerning project disruptions and cancellations have occurred during the past year were impacted by closed State and Territory borders. Indirectly, the Group has experienced a critical short supply of experienced technical people due to the national border closure. These delays have had an effect on the business operations for FYI 2021.

1. The Dialog Group of Companies and 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, Geelong, Sydney and Perth with the majority of employees working in the eastern states of Australia.

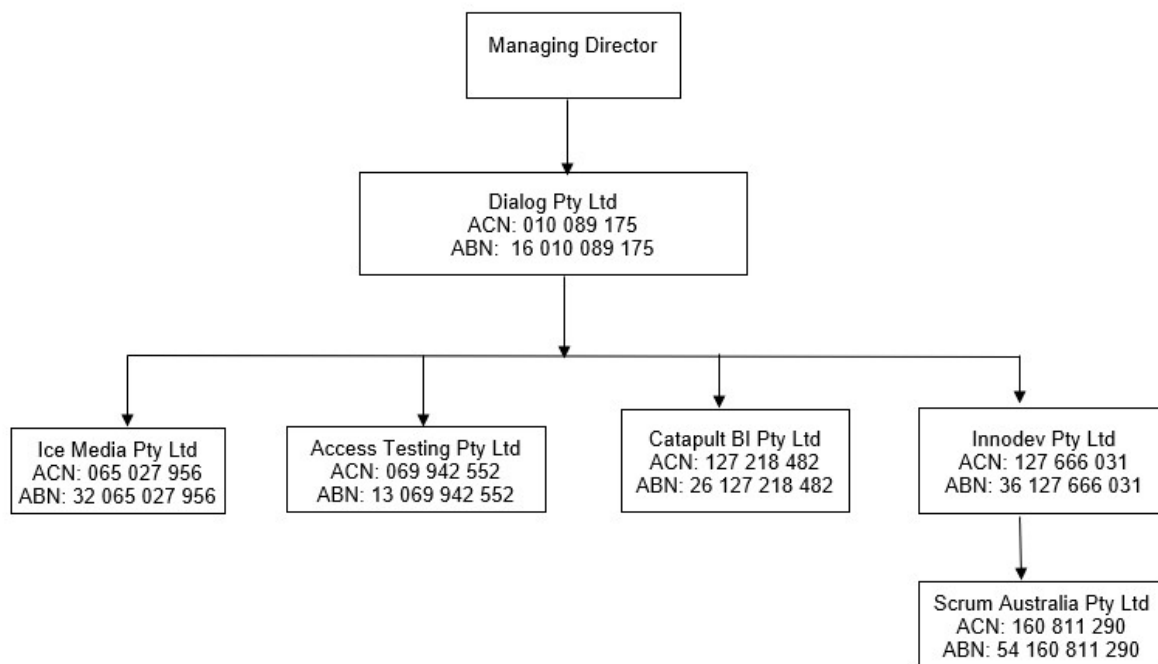
The Dialog Group of companies includes: Dialog Information Technology that employs professional skilled consultants to provide information technology services to corporate and government organisations in a variety of industries; AccessHQ provides professional testing specialists and services major government and corporate clients in high value, long term business relationships; CatapultBI, Australia's leading business insights and data management consultancy; ICEMEDIA, one of Australia's leading and most innovative multimedia companies; Innodev, a newly acquired Group entity, providing a broad range of management and information technology consulting services to major corporate and government clients; and Scrum, an events company. which manages the Scrum Australia Conference for the Scrum Alliance.

In 2021 business changes for the Group included updates to data security and privacy protection. Otherwise, there have been no material or sustainability changes to the Group's business relating to corporate governance, supply chain management, environmental considerations and people management.



However, there have been project disruptions and cancellations, mainly concerning government contract projects. Disruptions have also included travel across borders to carry out client and training work. Indirectly, the Group has experienced a critical short supply of skilled technical people due to the national border closure. These delays have had a general impact on the business operations for FYI 2021.





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. 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. 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>A DIALOG GROUP COMPANY</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. 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 28 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
<p>Innodev</p> 	<p>Innodev provides a broad range of management and information technology consulting services to major corporate and government clients. Innodev's specialist Business Agility Coaching and Consulting team uses Agile methods and practices to help organisations transform and modernise their business operations. Innodev is part of the Dialog Group of Companies.</p>	<ul style="list-style-type: none"> ○ Digital Solution ○ Consultancy Services ○ Managed Services ○ Business Analysis and Process Design Services ○ Business Intelligence
<p>Scrum Australia</p> 	<p>Formed in 2012, Scrum Australia organises conference for the Australian Scrum Community. The company is part of the Dialog Group of Companies.</p>	<ul style="list-style-type: none"> ○ Events management

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

Dialog, together with its subsidiary companies, AccessHQ, CatapultBI, ICEMEDIA, Innodev and Scrum, 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, support and events management services.

The potential risks associated with the Group's operations are considered to be low due to the following factors: 1. the continued use of our internal quality management systems and methodologies, 2. strictly operating within the parameters of Government laws and regulations and 3. work with entities required to comply with and report under similar legislation whether overseas or in Australia. 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 continues to recognise 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.

During the pandemic the sale of the Group's services experienced delays and cancellations during FY 2021. While this has affected the business to a degree, the impact was generally overcome by widening and diversifying the Group's client base. This increased risk did not include the sale and purchase of goods, which continued to be strong.

4. Actions taken to address and mitigate potential risks in FY 2021

As the Dialog Group's previous 2020 Statement, the 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. 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 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. Relevant audits relating to the Group's practices were finalised in the 2021 year.

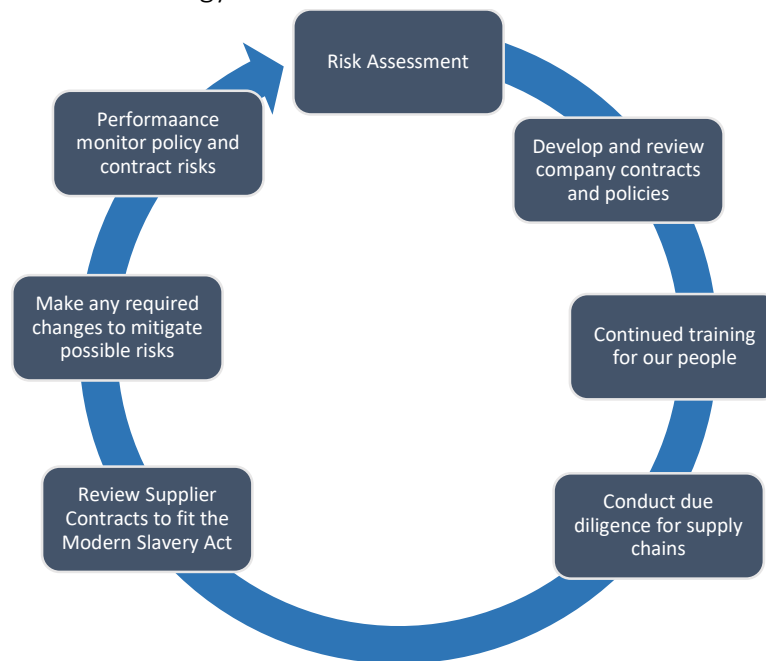
In FY 2021 the Group's data management systems, which are solidly embedded into practice under ISO9001:2015, remain in place with the use of centralised systems and audit control during the recent financial year to 30 June 2021. The current ISO QMS 9001:2015 Certificate was renewed in 2021 to 9 July 2024. The Group's QMS system contains policies relating ethical behaviour at work. These include Code of Conduct, Safe & Fair Workplace, Corporate Social Responsibility and Whistleblowing policies. All employees have online access to the QMS system and are introduced to the Group's policies and practices when employed. The Group's project management related work contains a high level of risk assessment including supplier compliance to align with the Group.

The Corporate Social Responsibility Statement outlines the importance of the Group's business transactions and contracts in connection with ethical suppliers.

5. Risk Assessment Practices, Solutions and Effectiveness

The steps the Group will take to assess, develop and review supplier contacts to ensure a close fit with 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 Dialog Group's effective practices and solutions have continued to undergo continued 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 the Group's Modern Slavery Statements submissions.

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 the 2021 Statement. Each subsidiary was contacted to assess and evaluate its separate operations and supply chains. This information is unchanged and is tabled in section 2b.

7. Future Commitments FY 2021

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

8. Director’s Signed and Dated Statement

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.

The Dialog Group Board of Directors approved this Statement by Resolution passed on 22 December 2021.

Signed for and on behalf of the Dialog Group of Companies:		<i>22 December 2021</i>
	Robert Tisdall, Director	Dated as Board Resolution