

Davidson Group (Aust) Pty Ltd joint Modern Slavery Statement

This statement is made pursuant to section 14 of the Modern Slavery Act 2018 (Cth) on behalf of Davidson Group (Aust) Pty Ltd and its wholly owned subsidiaries, Davidson Technology (Aust) Pty Ltd, Davidson Executive and Boards Pty Ltd, Davidson Recruitment Pty Ltd, Davidson HR Consulting Pty Ltd, and Monitor Consulting Group Pty Ltd (together Davidson, we, our or us). These entities operate as one entity and share board members, corporate functions, policies and procedures.

Davidson is a privately owned business with offices operating in Brisbane, Sydney and Melbourne. The Group has approximately 100 internal employees and specialise in providing customised temporary and permanent recruitment along with consulting and strategic advice to enhance organisational performance.

Davidson is committed to eradicating acts of modern day and human slavery from within its business, subsidiaries and supply chains. Davidson acknowledges responsibility under the Modern Slavery Act 2018 (Cth) and will ensure transparency within the organisation and with our suppliers of goods and services.

As a recruitment and labour hire company Davidson provide on-hire candidates and employees with equitable, fair and legally compliant conditions of work. Davidson has a suite of policies to ensure our staff, including contractors and labour hire, all of whom are based in Australia, are afforded a workplace, and working conditions that are in accordance with Australian law, are safe and free from discrimination. Wages, hours of work and other conditions are regularly audited to ensure compliance.

Davidson engages a relatively small number of suppliers most of whom are based in Australia. Davidson's supply chain includes the services provided by cleaning and security companies for the offices, IT infrastructure, the leasing of office space and equipment, office supplies and consumables. All suppliers are subject to critical review before engagement by senior representatives.

In 2020 Davidson introduced our first Modern Slavery Policy which reflects our processes and procedures for identifying modern slavery risks and our commitment to acting ethically and with integrity in all our business relationships and within our supply chain.

As part of our initiative to identify and mitigate risk, we have in place systems to:

- Identify and assess potential risk areas in our workplaces and supply chains.
- Conduct due diligence to identify and mitigate the risk of slavery and human trafficking.
- Develop, improve and implement appropriate remediation measures
- Protect whistle blowers.

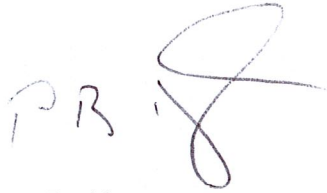
Where problems are identified we will work with the supplier to develop corrective actions with agreed timeframes as part of the remediation plans. We have not identified any instances of modern slavery through our audit program this year.

Over the next year, our key focus areas will be:

- Implementing our Modern Slavery supplier questionnaire;
- Developing a Supplier Code of Conduct
- Reviewing and updating our suite of risk-related policies and governance control measures;

- Stakeholder engagement on this issue, including delivering appropriate awareness training sessions on modern slavery principles to relevant Davidson staff, our customers and key suppliers; and
- Incorporating requirements into existing assurance and contractual processes.

This statement has been approved by the Board Directors of the Davidson Group (Aust) Pty Ltd on September 16, 2020.

A handwritten signature in black ink, appearing to read "BR" followed by a stylized flourish.

Bruce Davidson
Director and Chair of Davidson Group (Aust) Pty Ltd
ABN: 43 167 652 155