

Modern slavery statement

Technology One Limited ACN 010 487 180

Introduction

- 1 We are committed to ensuring there is transparency in our business and in our approach to tackling modern slavery throughout our supply chains.
- 2 This statement, which is intended to meet the requirements of the *Modern Slavery Act 2018* (Cth) and *Modern Slavery Act 2018* (NSW), describes the steps taken by Technology One Limited ACN 010 487 180 and all of its controlled entities (**we, us, our**) during the financial year ending 30 September 2020 to seek to minimise the risk of modern slavery occurring in our business and supply chains.

Our business

- 3 We are Australia's largest enterprise Software as a Service (**SaaS**) company and one of Australia's top 200 ASX-listed companies, with offices across six countries. Over 1,200 leading corporations, government departments and statutory authorities are powered by our software. Our global SaaS solution provides deep functionality for the markets we serve: local government, government, education, health and community services, asset intensive industries and financial services. For these markets we invest significant funds each year in R&D.
- 4 Our total global workforce consists of approximately 1,200 people. We employ approximately 200 people outside of Australia across New Zealand, Malaysia, Papua New Guinea and the United Kingdom.
- 5 The services we procure are predominantly provided in Australia, New Zealand, Malaysia, USA, the Republic of Ireland and the United Kingdom and the goods we procure are manufactured across the world including Australia, New Zealand, United Kingdom, Indonesia and Malaysia.

Organisational structure

- 6 This statement is for Technology One Limited ACN 010 487 180 and its controlled entities, being:

Australia

- (a) Avand Pty Ltd
- (b) Boldridge Pty Ltd
- (c) Desktop Mapping Systems Pty Ltd
- (d) Jeff Roorda & Associates Pty Ltd
- (e) Icon Stretgic Solutions Pty Ltd

New Zealand

- (f) Technology One New Zealand Ltd
- (g) Digital Mapping Solutions NZ Limited

Malaysia

- (h) Technology One Corporation SDN BHD

United Kingdom

- (i) Technology One UK Limited

7 A consultation process with our wholly owned subsidiary businesses was undertaken to draft this statement. Subsidiaries are controlled by the holding company, Technology One Limited, and administered under the Group Subsidiary Directorship Policy for the appointment of subsidiary directors.

Our supply chains

- 8 Our supply chain relationships include suppliers from the following sectors:
- (a) information, communications, and technology;
 - (b) property services (including facilities management, utilities, cleaning, waste management and security);
 - (c) business process offshoring;
 - (d) logistics and correspondence;
 - (e) consulting services;
 - (f) marketing;
 - (g) print and promotional goods and services;
 - (h) office supplies; and
 - (i) corporate clothing.

Our policies

- 9 TechnologyOne's mission is to build and deliver world-leading products and great services that transform business, and make life simple for our customers. We deliver on this mission with the 'TechnologyOne Way', which underpins our culture and guides our behaviours and the decisions we make. It comprises our core beliefs, and a set of principles about how we work. For more information, please refer to our most recent Annual Report and our Corporate Sustainability Report.
- 10 A key concept underpinning our corporate sustainability approach is 'responsible business' which addresses ethics, values and transparency and extends to our suppliers. As stated in our modern slavery policy, we are committed to ensuring that there is no modern slavery in our

supply chains or in any part of our business. Our modern slavery policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery is not taking place anywhere in our supply chains.

Risk management and due diligence processes

- 11 We have in place systems to:
- (a) identify and assess potential risk areas in our supply chains;
 - (b) mitigate the risk of slavery occurring in our supply chains;
 - (c) monitor potential risk areas in our supply chains; and
 - (d) protect whistleblowers.
- 12 As a SaaS company with a professional workforce, we consider the risk of modern slavery within our direct business operations to be low. However, we recognise that through our supply chain and customers, we can be indirectly exposed to the risk of modern slavery.
- 13 The following table details the potential modern slavery risks we have identified in relation to our business as well as the action we have taken to mitigate them:

Risk	How identified	Action taken
Technology One may identify that its suppliers do not comply with Technology One's labour standards as set out in its modern slavery policy	Due diligence prior to engagement of third party suppliers of goods and services.	Express prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery, servitude or debt bondage, auditing its suppliers, providing appropriate staff training and establishing specific reporting and monitoring mechanisms for employees.

Our effectiveness in combating slavery

- 14 We measure how effective we have been to ensure that slavery is not taking place in any part of our business or supply chains using various metrics which have been summarised in the following table:

Action	Metric	Action taken
Training	<p>Number of people within our business who received modern slavery training.</p> <p>Total number of training hours delivered in relation to modern slavery.</p>	Metrics to be included into Technology One Sustainability Report

	Total number of suppliers assessed with complying to modern slavery requirements.	
Reporting and monitoring mechanisms	Number of people who reported issues concerning modern slavery. Number of reported issues escalated to the board of directors.	Metrics to be included into Technology One Sustainability Report

This statement was approved by our Board of Directors on 16 November 2020.



Signature

Stephen Kennedy

Name of authorised signatory

23 December 2020

Date