

# MODERN SLAVERY STATEMENT 2024



**diversified**

Create the unforgettable

## Introduction

This is One Diversified (Aust.) Pty Ltd's ("Diversified") statement pursuant to the Modern Slavery Act 2018 which outlines the approach taken by Diversified and its related entities to review its supply chains and operations to eliminate risks of modern slavery within its operations and in compliance with reporting obligations for the Australian financial year ending 30 June 2023.

Diversified is committed to providing the best Audio-Visual services possible to our clients by sourcing products and labour from suppliers and labour providers who adhere to strict ethical standards.

Diversified chooses not to support any company known to engage in slavery, human trafficking, forced labour and underage labour. We assess the risk of modern slavery taking place by identifying and managing any areas of concern within our own business operations and external suppliers.

Products used and distributed by Diversified are purchased direct from the manufacturer or the authorised distributor wherever possible to ensure compliance with Australian Standards and local legislative requirements.

At Diversified, we are committed to improving our practices to combat slavery and human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships.

We value and observe all laws regarding corporate social responsibility, environmental and workplace safety protection including staff inclusion and diversity.

### **Reporting Entities:**

One Diversified (Aust.) Pty Ltd (trading as Diversified)  
ABN 66 006 415 229

This statement is endorsed by the directors of One Diversified (Aust.) Pty Ltd on 12 March 2024.

## Our structure, operations and business

At Diversified, we leverage the best in technology and ongoing advisory services to transform businesses. Our comprehensive suite of solutions is engineered to help our clients build connections that make a difference – whether by inspiring viewers, engaging associates, motivating audiences, or streamlining and safeguarding operations.

We connect people, technology and experiences, where and when it matters most. Our solutions reach millions every day.

Diversified does not manufacture or produce any equipment. All Audio-Visual products are sourced from local and authorised Australian Distributors.

## Policies and governance

- **Employee Induction** (provided to all new employees) - includes references to our Modern Slavery Statement, Anti-Slavery and Human Trafficking Statement, and Anticorruption Policy.
- **Code of Conduct** - The Code of Conduct document is designed to assist employees in understanding what is acceptable and what is unacceptable behaviour in the workplace and provides a framework of principles for conducting business and dealing with customers, colleagues, and other stakeholders.
- **Diversified Ethical Policy** – Diversified strives to maintain the highest standards of ethical conduct and corporate responsibility. All employees undertake Compliance and Ethics training at commencement of employment.
- **Grievance & Complaints Procedure** – through this procedure Diversified provides a guidance framework that employees can use should they have a grievance that relates to their employment. The procedure supports confidential lodgement and covers grievances relating to unethical decisions or behaviours.
- **Whistleblower Policy** – Diversified has established this Policy to ensure employees and other Disclosers can raise concerns regarding any misconduct or improper state of affair or circumstances (including unethical, illegal, corrupt or other inappropriate conduct) without being subject to victimisation, harassment or discriminatory treatment.

Diversified continues to review and update its policies and procedures in accordance with legislative requirements, updates and its own internal ongoing assessment.

## Risk Identification

Diversified undertakes a yearly review of its top 20 suppliers. In the 2022/23 financial year, these suppliers consisted of 71% of Diversified spending. Suppliers are requested to complete a questionnaire requesting information on their business practices.

Information is requested on the below subjects:

- Modern Slavery and Human Trafficking Policies
- Policy Implementation (how is it implemented)
- Risk Assessment in their supply chain (has the company completed risk assessments)
- Supplier Due Diligence (what measures does the company take to assess the risk)
- Employee Training (does the company provide any employee training)

- Supplier Engagement (does the company raise awareness among suppliers and subcontractors)
- Incident Reporting (has the company received any reports or allegations related to modern slavery or human trafficking)
- Transparency in Reporting (does your company disclose information about its efforts to address modern slavery and human trafficking in its annual reports)

This questionnaire helps to regularly assess the potential risks of modern slavery practices across its operations and supply chain taking into consideration factors such as sector, industry, product and service type and geographic location.

Using this information, Diversified is able to allocate its spend into categories of equipment and services sourced from globally recognised communications technology suppliers that comply with Diversified's standards as they relate to Modern Slavery and associated matters.

## Risk Management and due diligence

To manage the risks of modern slavery in the supply chain, Diversified has also undertaken the following measures:

- introduced a Modern Slavery Statement and other Anti-Slavery Policies as part of the employee induction program.
- developing a training program for employees involved in procurement, sales and supplies to educate on Diversified Modern Slavery Policies and Procedures.
- introduced a mandatory questionnaire to new suppliers to enable initial risk assessment.
- reviewed Supplier Code of Conduct.
- established a Diversified Whistleblower Policy.

## Ongoing assessment of risk

In 2024, and the years to come, Diversified will work to increase collaboration with internal and external stakeholders to prevent and address any contribution that Diversified may have to the global issue of modern slavery. Diversified will achieve this by focusing on raising awareness of the forms of modern slavery among our employees and suppliers, continuing to evolve our due diligence processes to aid in the identification of risks, expanding the scope of our supply chain risk assessment, reviewing existing processes and exploring ways to improve identification and action on risks throughout our supply chain.

This statement was approved by the CEO of One Diversified (Aust.) Pty Ltd.

## Ongoing

Diversified is committed to providing the best Audio Visual services possible to its clients by sourcing products and labour from suppliers and labour distributors who adhere to strict ethical standards and share the commitment that Diversified has in preventing slavery.

Over the next year Diversified will continue to work on:

- Assessing its suppliers in relation to Modern Slavery.
- Reviewing risk related policies and governance control measures.
- Ensuring adequate training of staff on Modern Slavery guidelines.

## Consultation and Approval

Diversified has prepared this report in consultation with its Operations and Procurement teams, and taking into consideration policies and procedures that apply to Diversified global and Australian operations.



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James Berry  
Managing Director - APAC  
One Diversified (Aust.) Pty Ltd



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Mark Dewar  
Director / Principle Governing Body  
Outside Australia  
One Diversified (Aust.) Pty Ltd



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Robert David Joiner  
Director / Principle Governing Body  
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