

Planit Modern Slavery Statement:

1. Introduction

This Modern Slavery Statement is a joint statement for SQA Holdco Pty Limited ACN 603 366 196, SQA Bidco Pty Ltd ACN 603 366 552, Planit Holdings Australia Pty Ltd ACN 603 428 226, and Planit Test Management Solutions Pty Ltd ACN 079 209 135.

SQA Holdco Pty Limited and its subsidiaries (together, Planit Test Management Solutions) recognises that it has a responsibility to take a robust approach towards slavery and human trafficking-related issues. Our ethos and connection to this core business priority is connected with our four Values – Quality, Innovation, Passion & Collaboration.

2. Organisational structure, operations and supply chains

Structure

SQA Holdco Pty Limited is a proprietary company registered in Australia. It owns six subsidiaries registered in Australia, New Zealand, the United Kingdom and India. Planit Test Management Solutions has offices in those countries and is headquartered in Sydney, Australia. Planit Test Management Solutions has over 1,500 employees.

Operations

Planit Test Management Solutions primarily operates in Australia, New Zealand, the United Kingdom and India, and does not normally operate outside of these countries.

Planit Test Management Solutions enables its clients to accelerate their delivery of quality software through its comprehensive range of quality assurance services, training, accelerators and on-demand solutions. Our services include functional testing, automation, performance, monitoring, virtualization, devops, agile, accessibility, and security.

Supply chains

Planit Test Management Solutions' supply chains are primarily comprised of organisations within each country jurisdiction that we operate within – Australia, New Zealand, UK and India.

3. Risks of modern slavery in Planit Test Management Solutions' operations and supply chains

Planit Test Management Solutions has identified the following key risk areas:

- suppliers of Software and Computer Equipment

4. Actions taken to address modern slavery risks, including due diligence and remediation

The prevention of modern slavery and the promotion of human rights within our operations is largely achieved by adherence with relevant employment legislation. Planit Test Management Solutions has a responsibility to ensure that employees are not being exploited, that they are safe at work and that relevant employment, health, safety and human rights laws are adhered to.

Further, our employees and contractors are encouraged to raise suspected cases of slavery or human trafficking within our own operations or our supply chains using the procedures outlined in our whistleblowing policy.

The following steps are undertaken to identify, address, and mitigate the risk of modern slavery or human trafficking within our own operations:

- All employees have a contract of employment that sets out the rights and obligations arising from their employment, including the notice period needed for them to terminate the contract and leave Planit Test Management Solutions' employment. Employees are free to serve notice at any time.
- Planit Test Management Solutions carries out verification of an employee's identity and ongoing right to work in each country of operation and does not seek to withhold any of an employee's identity documents or passport etc.
- All employees are paid at least the national minimum wage and Planit Test Management Solutions adheres to all legislation in respect of working time and statutory time off, providing for minimum amounts of holiday, time off due to personal emergencies, sickness and maternity/paternity and minimum rest breaks and periods. This is applicable to award and or above the legislated requirements in each operating country.
- All employees are required to undergo a comprehensive background check before commencing employment with Planit Test Management Solutions and every 2 years after their commencement.

The following steps are undertaken to identify, address, and mitigate the risk of modern slavery or human trafficking within our supply chains:

- Embedding ethical sourcing and modern slavery policies into existing processes;
- Creating communication channels with existing and future suppliers to enable assessment of modern slavery risks;
- A review of policies, procedures and contract conditions to ensure that our objectives on modern slavery risk management can be implemented.
- Communicating our values and policies on modern slavery and ethical business to our suppliers, customers and business partners;

5. Assessing the effectiveness of our actions

Planit Test Management Solutions has introduced the following measures to monitor the effectiveness of the actions that it has taken to mitigate the modern slavery risks in its operations and supply chains

- regular review of our risk assessment processes to ensure they remain up to date;
- regular engagement and feedback between key areas (including procurement, human resources and legal);
- internal audits of our processes (e.g. prequalification checks for suppliers);
- partnering with our suppliers and industry groups to address modern slavery risks.

6. Consultation

In preparing this Statement, Planit Test Management Solutions consulted with a cross-functional working group of employees with responsibility for the oversight of procurement, legal and risk processes across the business. Planit Test Management Solutions management team members with specific operational responsibility for the reporting entities covered by this Statement (and the entities controlled by them) were also asked to provide feedback on the Statement prior to it being presented to the board of directors of SQA Holdco Pty Limited for final review and approval.

4. Approval

This statement has been approved by the board of directors of SQA Holdco Pty Limited as the parent company on 31/3/2021.

Managing Director's signature



SQA Holdco Pty Limited

Managing Director's name: Mr. Mike Weale

Date:

31 March 2021