
Modern Slavery Statement

Introduction

SoftLabs PTY LTD (ABN 66 158 617 577) and SoftLabs ANZ Pty Ltd (ABN79 065 969 404), office at Suite 19, 103 George Street, Parramatta NSW 2150. ('SoftLabs'), recognises that all businesses have an obligation to prevent slavery, slavery-like practices and human trafficking and will do all in its respective power to prevent slavery, slavery-like practices and human trafficking within its business and within the supply chains through which it operates.

This Statement addresses obligations and compliance in relation to the 'Modern Slavery Act 2018 (Cth)' ('the Act') sets out the steps we have taken to reduce the risk of modern slavery and human trafficking in our businesses, operations and supply chain as of current year and beyond. SoftLabs understands the importance of transparency across supply chains in order to present accurate information on real and potential modern slavery practices. Accordingly, SoftLabs commits to assessing and monitoring the risks of modern slavery in its business and through its supply chains.

Organisational Structure | Operations | Supply Chains

Structure -

SoftLabs is an Australian private company listed on the Australian Securities and Investments Commission (ASIC) is headquartered in Sydney and have offices across Australia. At SoftLabs our procurement and human resources functions are largely centralised at our Sydney headquarters, which provides visibility over the majority of our supply chain and workforce. The Organisation Structure is led by Director, Director-Client Services, Director-Delivery and Head Operations, besides over 30 employees and consultants. Its relatively a flat hierarchical structure, fostering communication and empowering our employees with autonomy, accountability and responsibility for their tasks.

Operations -

SoftLabs specialises in providing Technology consulting, project management, product management, software development, testing, training and support services across Australia for private, public and government sectors.

Being an ISO 9001 : 2015 & 27001 : 2013 Certified, we are committed to serve Business and IT companies globally nurture their vision to ensure that quality systems meeting customer's expectations are delivered on time, supported by a passionate team of industry professionals, with functional expertise and the highest standards of governance, integrity and renowned technology practices, with a global delivery model.

Our employees are employed under individual contracts and some of them are covered by industrial agreements. We are an SME with over 30, full time employees and consultants.

Our core service offerings are:

- Managed Enterprise Technologies.
- Cyber and Information Technologies,
- Business and Digital Transformation; and
- Advisory and Consulting.

Supply Chains:

SoftLabs supply chains are primarily focused in Australia region. Our supply chain mostly consists of specialists, full time and consultants working in the IT sector for SME's, private, public and government organisations. Defining our Service Delivery strategy, i.e. customer accounts within regions, we are present in New South Wales, Victoria, Queensland, South Australia, Western Australia and Australian Capital Territory.

Risks of modern slavery practices in SoftLabs

We consider the risk of modern slavery in our operations and supply chain to be relatively low based on the nature of the services we provide and the highly technical nature of our business. Our workforce is highly skilled and comprises of Citizens or Permanent Residents.

SoftLabs is committed to mitigating the risk of modern slavery occurring within our business or supply chain.

However, we also acknowledge that the risk of modern slavery in our operations and supply chain is one that requires constant vigilance, particularly in the following risk areas:

- Recruitment and agency worker/labour hire supply
- Product and services risk

Action taken to address and assess modern slavery risks

SoftLabs have conducted several initiatives to assess and address our modern slavery risks. This includes a comprehensive due diligence process to assess the risk that modern slavery exists in our operations or supply chain. As part of our commitment to identify and eradicate slavery and human trafficking and to continuously assess and address modern slavery risks, we have in place a process to undertake due diligence on our supply chain to ensure compliance with legislative obligations, and such compliance forms part of our contractual relationship with suppliers and partners.

SoftLabs will use best endeavours to procure from our suppliers that full compliance with the Act must be achieved. We will use best endeavours to separately require that any actual or potential risk of breaching the Act that suppliers identify in their own operations or supply chains are communicated to us.

Assessing the effectiveness of our measures

In order to assess the ongoing effectiveness of the actions described above, our internal QA team will work together to review the policies and processes as part of our ISO audit in place to consider whether we are appropriately identifying and evaluating our modern slavery risks. To the extent that potential improvements to our policies are identified, appropriate updates will be made.

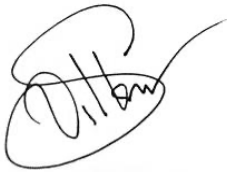
Below measures are taken to monitor the effectiveness of the actions that it has taken to mitigate the modern slavery risks in our operations and supply chains:

- Incorporating specific terms and conditions in our material supply contracts obliging our suppliers to commit to mitigating the risk of modern slavery.
- Providing training to all employees to ensure they are aware of how to recognise modern slavery risks and understand the process for reporting suspicious behaviour.
- Providing information on health and safety considerations and other emergent risks attributable to the COVID-19 pandemic (given that the nature of the pandemic has the potential to increase the risk of modern slavery occurring).
- Implement procedures for taking appropriate action where modern slavery is suspected or identified.
- Refining our policies and procedures to ensure all suspected or identified incidents are escalated on a timely basis.
- SoftLabs achieved and maintained Quality Management System certification under ISO 9001:2015 (Quality Management System) in relation to Providing Digital Technology & Business Software Services Specialised In Technology Consulting, Project Management, Product Management, Software Development, Testing, Training and Support.

Consultation

This statement is made pursuant to the Act and constitutes SoftLabs slavery and human trafficking statement in respect of the current and beyond financial year and is reviewed by the audit team of SoftLabs, being approved by the stakeholder/Director.

This modern slavery statement was approved by the board of directors on 26 June 2021.



Sreeni Pillamarri
Director
26 June 2021