



Tibra Capital Pty Limited | 2020
Modern Slavery Statement



This Modern Slavery Statement by Tibra Capital Pty Ltd (ACN 120 313 395) is made pursuant to the Australian Modern Slavery Act 2018 (Cth) in respect of its subsidiaries for the financial year 1 July 2019 to 30 June 2020 ("Reporting Period").



Our commitment

Tibra's people are our most valued asset, and our success has been driven by the diverse talents of those people. Safety, empowerment and autonomy have become more than just obligations for Tibra, and we take pride in ensuring that this is reflected in the environments in which our people and supply chains operate.

As part of our commitment to support the Australian government in combating modern slavery, we will ensure to collaborate and work with key stakeholders that pose minimal risk to modern slavery and uphold the same values as Tibra.



Our structure and supply chain

Tibra is a proprietary trading firm which currently operates in Australia and Europe. Our business model does not include the supply of goods or services to external parties.

As a customer, our supply chain includes the following:

- Financial institutions (exchanges, banks, brokers);
- Technology (hardware, software and cloud services);
- Office consumables (food and beverage and office supplies);
- Property services (building and maintenance services, cleaning, and waste management);
- Logistics (courier and postal services); and
- Other professional services (consultation).



Our assessment and approach

As an independent financial organisation, we consider the risk exposure to modern slavery to be very low.

Following a risk assessment and a due diligence of our major and minor vendors, we believe that our supply chain does not raise any significant risks of modern slavery, nor are we aware of any actual incidents of modern slavery related to our procurement activities during the Reporting Period.

Notwithstanding, Tibra aims to prioritise the well-being of its people and to ensure we have a safe, fair, and non-discriminatory environment. To address these, we have the following policies:

- Employee Code of Conduct
- Whistleblowing Policy
- Grievance Policy
- Remuneration and Rewards Policy
- Workplace Health and Safety Policy
- Anti-Harassment, Bullying and Discrimination Policy
- Financial Crime Prevention Framework



Our statement

This statement was approved by the Board of Directors of Tibra Capital Pty Ltd.

A handwritten signature in black ink, appearing to read "Campbell Norwood", written over a horizontal line.

Campbell Norwood
Director
15 March 2021