Modern Slavery Statement

Technology One Limited ACN 010 487 180

Statement Period: 1 October 2021 to 30 September 2022

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. We remain committed to continually improving our processes to identify and address modern slavery risks. Our approach is to understand, respect and uphold internationally recognised human rights.

2   This Modern Slavery Statement (**Statement),** has been developed according to the *Modern Slavery Act 2018* (Cth) and describes the steps taken by Technology One Limited (TechnologyOne) and its controlled entities, as identified at section 6, to assess and address modern slavery risks in our operations and supply chain during the year ending 30 September 2022.

Our business

3   We are Australia's largest enterprise Software as a Service (**SaaS**) company and one of Australia's top 150 ASX-listed companies, with offices globally. Over 1,300 leading corporations, government departments and statutory authorities are powered by our software.

4   Our global SaaS solution provides deep functionality for the markets we serve – which includes local government, government, education, health and community services, asset intensive industries and financial services – for which we invest significant funds in R&D each year.

Our organisational structure

5   Our controlled entities as at 30 September 2022 are:

   a)   **Australia:** Avand Pty Ltd, Boldridge Pty Ltd, Desktop Mapping Systems Pty Ltd, Jeff Roorda & Associates Pty Ltd, Icon Strategic Solutions Pty Ltd and Cyon Knowledge Computing Pty Ltd.

   b)   **New Zealand:** Technology One New Zealand Ltd and Digital Mapping Solutions NZ Limited.

   c)   **Malaysia:** Technology One Corporation SDN BHD and Cyon Knowledge Computing SDN BHD.

   d)   **United Kingdom:** Technology One UK Limited, Scientia Resource Management Limited, Scientia Limited, Scientia P3M Limited and Procyon Research Limited.

   e)   **Germany:** Scientia GmbH.

   f)   **Brazil:** Scientia Ltda.

   g)   **Singapore:** Cyon S.E Asia Pte Limited and Scientia Resource Management Asia Pte Limited.

6   Our controlled entities are administered under the Group Subsidiary Directorship Policy for the appointment of subsidiary directors. A consultation process with our wholly owned subsidiary businesses was undertaken to prepare this Statement.

7   Our total global workforce consists of approximately 1,200 people. We employ around 180 staff outside of Australia in countries including New Zealand, Malaysia, and the United Kingdom.

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Transforming business, making life simple

Our supply chains

8   The goods and services we procure are predominantly provided in Australia, New Zealand, Malaysia, the Republic of Ireland and the United Kingdom. The goods we procure are manufactured across the world including Australia, New Zealand, United Kingdom, Indonesia and Malaysia.

9   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 outsourcing.

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

10   TechnologyOne's mission is to better our community from its citizens to students, by leveraging our team's innovation, drive and determination. 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, refer to our most recent Annual Report and our corporate Sustainability Report.

11   Our policies and frameworks respect and safeguard internationally recognised human rights. Key policies which describe our approach in identifying and addressing modern slavery risks include:

a)   **Modern Anti-Slavery Policy:** which outlines our approach to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place in our business or supply chains.

b)   **Supplier Code of Conduct**: which outlines our supplier expectation to have policies and/or processes in place to identify, mitigate and address any form of modern slavery within their operations and supply arrangements.

c)   **Whistleblower Policy**: which supports our employees to observe good governance and to feel supported to safely disclose matters which may be inconsistent with modern slavery laws.

d)   **Risk Management Framework:** which adopts a risk-based approach to our operational and supply chain risk management planning, key decision making and observance of compliance obligations.

Risk management and due diligence processes

12   We have systems in place 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.

13   As a SaaS company whose workforce consists predominately of highly skilled employees in jurisdictions with strong worker protections, we consider the risk of modern slavery within our direct business operations to be low. However, we recognise that through our supply chain, we can be indirectly exposed to the risk of modern slavery.

14   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	Means to identify	Action taken
Technology One may identify that its suppliers do not comply with TechnologyOne's labour standards as set out in its Modern Anti-Slavery Policy	• Due diligence processes prior to supplier engagement for goods and services. • Annual attestation and verification processes for key suppliers. • Supplier notifications via positive engagement obligation to notify TechnologyOne of actual or suspected instances of modern slavery. • Whistleblower notifications, with TechnologyOne's Independent Whistleblower Service available to suppliers, either current or former, and their dependants and relatives.	• Inclusion of express prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery, servitude or debt bondage in standard contractual terms. • Auditing key and high-risk suppliers. • Rolling out annual modern slavery training to staff. • Establishing specific reporting and monitoring mechanisms for employees.

Our effectiveness in combating slavery

15   We measure how effective we are in ensuring that slavery is not taking place in any part of our operations or supply chains using various metrics which includes:

Action	Metric	Action taken
Training	• Number of people within our business who received modern slavery training.	Metrics 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 confirmed modern slavery or human rights breaches.	Metrics included into Technology One Sustainability Report

This Statement was approved by the Technology One Limited Board on 14 November 2022.

Signature

Stephen Kennedy, Company Secretary
Name of authorised signatory

1 December 2022
Date