

DiGiCOR

MODERN SLAVERY STATEMENT

Australian Modern Slavery Act 2018



Oct 2022

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01

Our structure, operations and supply chain

DiGiCOR Pty Ltd, hereon referred to as “DiGiCOR”, specialises in the procurement and distribution of server, data storage, workstation, networking, edge computing, and IOT solutions.

DiGiCOR's headquarters are in Melbourne with our sub-branches located across Australasia: Sydney, Perth, Brisbane and Auckland. Through our multi-vendor business model, we are a proud partner in delivering a broad range of quality products and professional IT services.

We recognise that our operational excellence is in part of the contribution and commitment of our diverse people - all of our team, customers, partners, suppliers and vendors.



Our Mission: Provide high quality ICT infrastructure products and services to Australian and New Zealand businesses and contribute to their life-long values.



Our Vision: Being a trusted technology advisor, we deliver the cutting-edge technologies and supports in an open and e-commerce platform with the speed and cost competitiveness that enhance our customers' capabilities in their core IT infrastructure, making their procurement process a pleasant experience.

Innovation

We encourage different ideas, learn through trial and error and transform innovative ideas into reality.



Integrity

We manage our business honestly and directly, accept responsibility, be accountable and follow through on commitments.



Leadership

We encourage one another to act as leaders, promote innovation and personal responsibility to empower decision-making.



Our Core Values

Customer focus

Our success is linked to the success of our customers - we anticipate, understand and focus on our customer's needs.



Cost effectiveness

We endeavour to be price competitive. We strive to maintain high quality and efficiency in all of our products and services.



Teamwork

We listen to each other's opinion, respect our differences and seek ways to ensure we achieve both individual and company goals.



Operational excellence

We strive for transparency by working closely with our customers. We continue to improve our communication in every aspect of our business.



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Policies and governance

Modern slavery is a prevalent social issue, encompassing a broad spectrum of exploitative work practices, which ultimately imposes a direct violation of human rights.

Due to the diversity of DiGiCOR's operations - in our products, suppliers, industry partners and office locations, we acknowledge the myriad of potential risks associated through our value chain. Thus, modern slavery will be regularly considered on DiGiCOR's risk register.

However, we have established a comprehensive policy framework which essentially, exhibits our core values and contains the expectations of personnel, suppliers, business partners and others who are directly linked to business operations, products and services.

Details about how to raise a grievance or complaint are also detailed to ensure prompt rectification if any inconsistencies with our policies and procedures arise.

Please see the next section of this document for more details about our policy framework.



DiGiCOR is committed to demonstrating zero-tolerance toward practices of modern slavery.

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Risk assessment and mitigation

Our dedicated human resources department regularly conduct centralised monitoring and reporting responsibilities to ensure DiGiCOR's total compliance with current legislation and effectiveness against industry practices. All policies and practices are then examined and endorsed by senior management and shared widely to our people.

This allows DiGiCOR to adopt a transparent, systematic and responsible codes of conduct every day - which we view as an essential practice to exclude our involvement in any incident of modern slavery.

DiGiCOR is committed to providing a healthy and safe workplace for all employees during operations, so far as reasonably practicable. All employees have the right and are aware of the mechanisms to report any incident impeding upon human rights.

We conduct a thorough audit of all our suppliers to ensure due diligence of their work practices and mutual commitment to our social principles.



Policy framework



DiGiCOR strongly condemns modern slavery practices. We expect all of our team and suppliers to operate in accordance with all applicable policies and procedures in the performance of their respective duties. Thereby ensuring that our team and suppliers share our same commitment to corporate responsibility and respecting human rights.

The following policies are also designed to manage potential or actual risks of modern slavery in our operations and supply chain:

Policies and procedures - Operations

Code of conduct

- DiGiCOR's code of conduct includes the prohibition of forced labour practices. This code of conduct is widely shared and followed by all actions performed by DiGiCOR employees.

Fair Work Act 2009

- DiGiCOR's senior management respects employees general workplace rights outlined in this Act. These entitlements are also clarified and upheld during DiGiCOR's recruitment and hiring processes.

Equal Opportunity Act 2010

- DiGiCOR is committed to providing a safe, inclusive and respectful workplace environment to prevent unlawful behaviour. We value, recognise and respects the diversity of our all existing and potential employees.

Policy framework



Occupational Health and Safety Act 2004

- DiGiCOR proactively reviews and evaluates the workplace environment and its processes to ensure that the health, safety and welfare of all members is consistently secured and maintained.

Grievance Policy and Procedure

- DiGiCOR's Grievance Policy and Procedure assists in resolving workplace issues swiftly and sensitively as they arise. All suspected cases of human trafficking, forced labour and hidden labour exploitation are reported and recorded in this process.

Performance management and disciplinary action policy

- Allows DiGiCOR to monitor the internal and ethical standards of its operations. This includes reviewing the effectiveness of DiGiCOR's modern slavery and broader human rights strategy.

Standard training procedures

- All members from human resources and senior management undergo procedural training which includes effective implementation and communication of DiGiCOR's existing and/or revised policies and procedures and how to identify and report modern slavery in practice.

Policy framework



Scoping and mapping

- DiGiCOR has developed an array of organisational charts to clearly understand and visualise the entity's structure and operational risks. This is accompanied with a manual of best practices of each department team to support transparency.

Policies and procedures - Supply Chain

Code of conduct

- DiGiCOR's code of conduct also extends to our suppliers. DiGiCOR will provide official notice to those suppliers who do not comply. If corrective action is not undertaken promptly, DiGiCOR will terminate the supplier's services. DiGiCOR will only engage in responsible sourcing methods.

Fraud, Anti-Bribery and Corruption

- DiGiCOR is proud to engage and collaborate with other suppliers and vendors who uphold the same high ethical standards and responsible sourcing methods.

Supplier risk assessment

- DiGiCOR's procurement team conducts a regular evaluation of DiGiCOR's supply chain network to ensure the workplace rights of their employees are respected and provided, and that no modern slavery practices are being performed.

Policy framework

Due diligence checks

- All suppliers must be approved by senior management before commencement. This procedure considers the potential risks of engaging, renewing or extending a relationship with a supplier which may obstruct responsible business conduct.

Grievance Policy and Procedure

- DiGiCOR's Grievance Policy and Procedure is a formal process which allows DiGiCOR employees visiting the supplier's premises to report and record suspected cases of human trafficking, forced labour and hidden labour exploitation. DiGiCOR also requires suppliers to establish a similar procedure to ensure fair and responsible operations.

Standard training procedures

- All members from the procurement team undergo procedural training which includes building ethical trade principles and human resources capability. Our team then ensures that this is translated to the actions of all suppliers to ensure that they meet and abide by DiGiCOR's code of conduct.

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Assessment and effectiveness

We strive for transparency by working closely with our people. We encourage one another to act as leaders, promote innovation and personal responsibility.

We understand the perpetuating risk of modern slavery; similar to the dynamics of the ICT industry, we recognise the ongoing obligation to take action and commitment to address and prevent this grave societal issue.

Our internal assurance processes help us to consistently manage and review our operations - ensuring that it is at an acceptable standard and in accordance with legislative requirements. In addition, this helps us to monitor DiGiCOR's modern slavery compliance.

Other policies related to employee relations also provides a safeguard to safe working practices, free from deception at DiGiCOR.

We will continue to explore new and improved ways which will help us to recognise the risks in our operations and supply chain, so that we can maintain our strong stance against modern slavery practices.



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Assessment and effectiveness

DiGiCOR continuously evaluates the risk of modern slavery in our operations and our supply chains by engaging with reputable partners and working with socially responsible partners.

Following our continuous improvement practices within the ISO9001 guidelines, we continue improvements and undertake several initiatives to further improve our performance in the modern slavery space. We ensure our staff and team are aware of sustainable ethical practices and we encourage them to follow the best practices.

Signed and approved by
Richard Huang
CEO



REVISION DATE

31/10/2022

NATURE OF AMENDMENT

Approved by DiGiCOR Board of Directors and Signed by CEO



DIGICOR

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