

MODERN SLAVERY STATEMENT

MODERN SLAVERY ACT 2018

SoftwareONE has taken various steps during the past financial year, in accordance, to identify and minimise the risk of slavery and human trafficking taking place in any of our supply chains and in any part of our business.

As a responsible, ethical and leading member of the global software industry we demonstrate our commitment to social and environmental responsibility. SoftwareONE's Codes of Conduct require all staff, Board Members and Supply Chain partners to actively pursue conformance to the Code and its standards.

The steps we have taken are as follows :

- **Risk Analysis:** Further to the publication of the Modern Slavery Act, we are conducting a mapping exercise to identify suppliers in countries at higher risk of forced labour, using the Global Slavery Index. Initial assessments show that vast majority of SoftwareONE suppliers are located in very low risk areas, with over 98% of our software publisher partners so far assessed based in low risk territories for forced labour. We also note that the software industry as a whole represents amongst the lowest risk industries for modern slavery. Of higher potential risk are suppliers that sit outside of our core line of business, supporting and supplying both our business and other SoftwareONE Group entities across our global business that form our wider supply chain.
- **Supplier Due Diligence:** SoftwareONE is formulating an updated supplier due diligence process for onboarding suppliers based in higher risk territories and industries, and we are considering a risk-based questionnaire based on the UN Global Compact's Ten Principles in the areas of human rights, labour, environment and anti-corruption. SoftwareONE explicitly seeks to do business with suppliers mirror our values in relation to those topics. Our initial focus is with those suppliers in industries and territories who are identified as higher risk. We are currently formulating our approach on how best to engage with these suppliers.
- **Policy Enforcement:** SoftwareONE asks that all suppliers accept our Partner Code of Conduct which governs the ethical performance of our suppliers, and explicitly prohibits use or tolerance of child and forced labour, amongst other best practice standards. SoftwareONE's partner terms also include other contractual provisions such as the right to audit.
- **Staff Training:** All relevant staff have been briefed on the provisions of the Act, and our obligations and compliance measures, and we will continue both annual updates and more specialised training for our procurement team as we develop our measures.

Following a review of the effectiveness of the steps we are taking to ensure that the risk of slavery or human trafficking in our supply chains is understood and minimised, we intend to continue on our journey to further combat slavery and human trafficking. These efforts, as well as this disclosure, are reviewed by the SoftwareONE Senior Management Team annually and updated publicly.

This statement was approved by the Board of Directors of SoftwareONE Australia Pty Ltd on 22 November 2021.



Dominik Mueller
Company Secretary SoftwareONE Australia Pty Ltd