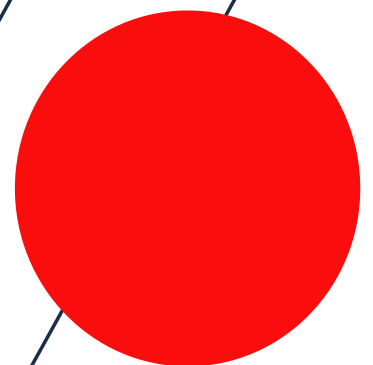


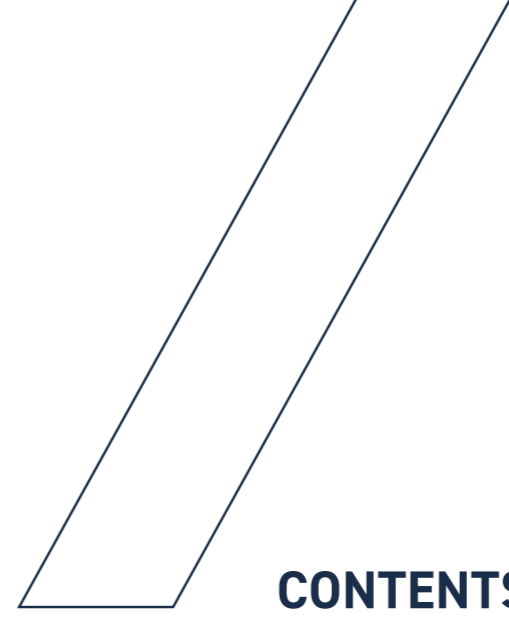


kinetic **IT**

KINETIC IT 2024 MODERN SLAVERY STATEMENT.

**ENHANCING THE HUMAN EXPERIENCE
THROUGH TECHNOLOGY.**





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Any feedback related to this statement or requests for additional information can be sent to DLBScommercialmanagement@kineticit.com.au



OPENING STATEMENT

Kinetic IT's social licence to operate is premised on trust, transparency and ethical conduct and upholding these values is integral to our identity and our commitment to being a positive force for change in our community. Kinetic IT's modern slavery statement for the 2023/24 FY reflects our social licence through our ongoing efforts to identify, address and prevent modern slavery in our operations and supply chain.

While Kinetic IT continues to assess its modern slavery risk as "low" we remain steadfast in our resolve to play our part in eradicating modern slavery and exploitation of the vulnerable.

During FY24 we continued our focus on increasing awareness of modern slavery with our workforce and are pleased that, as at the end of FY24, just under 90% of our almost 1500 staff have completed our modern slavery awareness training module. While Kinetic IT's risk may remain low, we nonetheless are committed to doing more to combat modern slavery and feel that providing this training to our workforce will help our team be cognisant of modern slavery risk in both their professional and personal lives.



Sarah Adam-Gedge

SARAH ADAM-GEDGE
CHAIRPERSON



Michael North

MICHAEL NORTH
CHIEF EXECUTIVE OFFICER

This statement is submitted by Kinetic IT Pty Ltd (ABN 97 072 941 943) as a single reporting entity in accordance with section 13 of the Modern Slavery Act 2018 (Cth) ('the Act'). Kinetic IT does not own or control any other entities.

This statement was approved by Kinetic IT's board of directors on 5th September 2024, and signed by Sarah Adam-Gedge (Chair of the Board of directors) and Michael North (CEO and director) on behalf of Kinetic IT Pty Ltd.



WE CARE ABOUT DOING THE RIGHT THING.

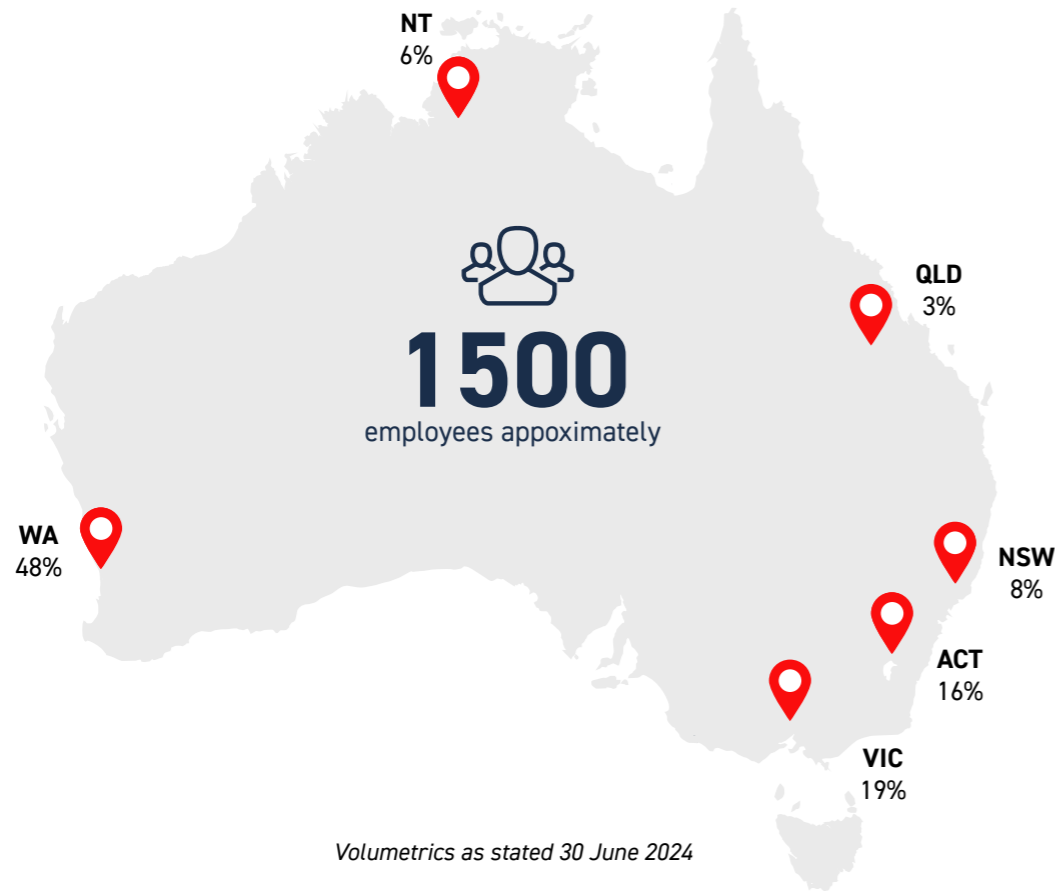


ABOUT KINETIC IT

ORGANISATIONAL STRUCTURE

Kinetic IT is 100% Australian owned, with a corporate management structure based on the AS8000 series of corporate governance standards. Kinetic IT's corporate management structure is led by the Board of Directors, with the Chief Executive Officer supported by an experienced leadership team including industry aligned portfolio executives.

With its corporate headquarters in Perth and regional offices in Darwin, Sydney, Canberra and Melbourne, Kinetic IT employs approximately 1500 employees across Australia.



SUPPORTING AUSTRALIA'S CRITICAL INFRASTRUCTURE

Defence	Emergency Services	Corrections	Government	Education
Critical Infrastructure	Transport	Resources	Energy	Commercial

KINETIC IT'S OPERATIONS

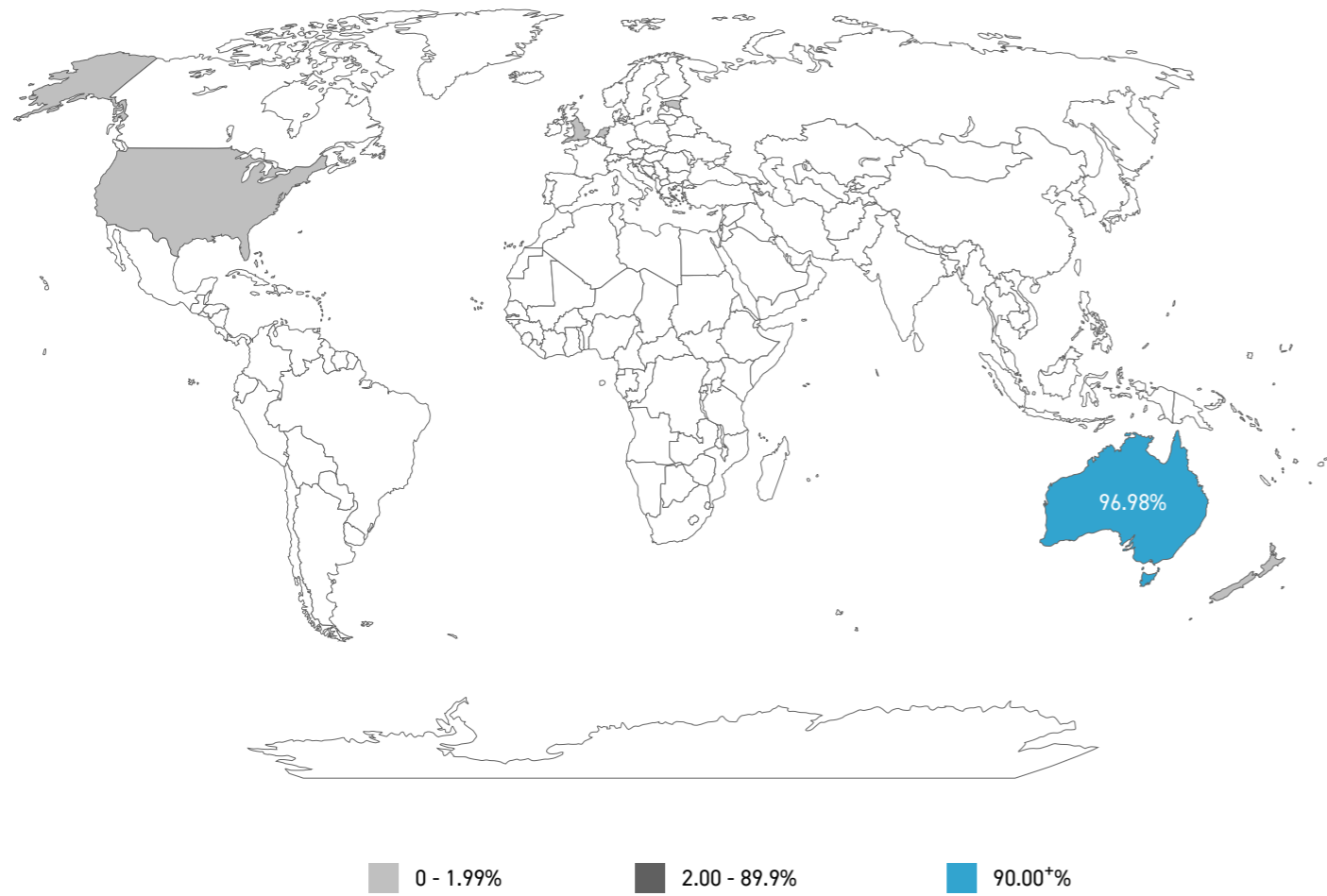
Kinetic IT's strategy is predicated on "forward thinking" solutions that are tailored to meet the unique business needs of our customers. Kinetic IT currently supports in the vicinity of 300,000 devices and 780,000 end users over 2,600 locations across the following 12 integrated core business lines.

WE'RE CHANGING THE WAY THE WORLD MOVES.

Solutions that are tailored to our customers.

<p>AUTOMATION & AI We supercharge our customers processes with seamless integration, sophisticated orchestration, and AI-driven solutions.</p>	<p>INFRASTRUCTURE & PLATFORMS From data centres to edge locations and the cloud, we handle critical IT needs with Aussie expertise. Our flexible approach ensures everything runs smoothly, securely, and efficiently.</p>
<p>CLOUD Our hybrid and public cloud solutions are designed to meet our customer needs wherever they are in their cloud journey—whether they're just starting out, facing tough challenges or optimising their current cloud infrastructure.</p>	<p>NETWORKS & NETWORK SECURITY Our flexible delivery options, well-maintained environment, and trusted services ensure customer networks stay secure and runs smoothly.</p>
<p>CYBER SECURITY Our customers gain access to specialist cyber security knowledge and insights to make sense of the noise around cyber threats and drive actionable change.</p>	<p>SERVICE INTEGRATION & MANAGEMENT (SIAM) Service Integration & Management gets the best out of the multi-vendor landscape. As a market leader, Kinetic IT helps organisations achieve optimum performance from service delivery partners.</p>
<p>IT SERVICE DESKS Our Aussie IT service desk technicians deliver quick and effective service and solutions. No matter the size or complexity of an organisation, we solve tech troubles with a personal touch.</p>	<p>IOT/OS SERVICES From seamless AV systems to smart lockers, our IoT services are designed to boost efficiency and enhance customer workplace experience.</p>
<p>DIGITAL WORKSPACE We empower teams with seamless, secure, and scalable digital workplace solutions designed for the modern Australian business.</p>	<p>THREAT DETECTION & RESPONSE From catching threats early to responding quickly and effectively, our Australian team ensures businesses stay secure in the face of cyber challenges.</p>
<p>ENTERPRISE SERVICE MANAGEMENT (ESM) Enterprise Service Management leverages the expertise, best practice processes, and technology established across decades of maintaining highly available enterprise scale IT operational environments.</p>	<p>IT SERVICE MANAGEMENT (ITSM) At Kinetic IT, our team provide IT Service Management (ITSM) that cut through the confusion and deliver precise solutions that streamline our customers IT processes and operations.</p>

SUPPLIER SPEND BY COUNTRY



KINETIC IT'S SUPPLY CHAIN

Kinetic IT's supply chain is comprised of approximately 550 suppliers of which 396 were utilised during the FY24 reporting period. Approximately 90% of Kinetic IT's procurement spend during FY24 was concentrated among 54 key suppliers that are predominantly large national organisations engaged in long-term contracts and strategic partnerships. Kinetic IT prioritises supporting Australian industry and the local economy and procures over 97% of goods and services utilised by Kinetic IT through Australian suppliers.

Kinetic IT's main procurement categories are partner and subcontractor services, IT and communication services, property and facilities services, professional services, travel and insurance.

**SUPPLIER TYPE
TOTAL % SPEND**



IDENTIFYING AND ADDRESSING MODERN SLAVERY RISK

As in previous reporting periods, Kinetic IT continues to assess its modern slavery risk in its operations and supply chain as “low”



MODERN SLAVERY RISK IN OUR OPERATIONS

The safety and wellbeing of our employees and contractors is Kinetic IT’s number one priority and we encourage all of our team to maintain a healthy work life balance.

While Kinetic IT has continued to grow throughout the reporting period we remain an Australian company with all of our employees employed in Australia and the vast majority employed by way of a direct employment agreement. As reported in previous modern slavery statements, a workforce located entirely in Australia under direct employment agreements that are subject to Australia’s industrial relations legislation and our internal policies and procedures, insulates our workforce against the risk of modern slavery practices.

Kinetic IT’s workforce is:

- mostly comprised of highly skilled professionals with 79% of our workforce embraced by Australia’s modern award system;
- contracted by way of a written employment/independent contractor agreement (Kinetic IT mandates that all employment/independent contractor agreements are set out in writing).
- composed of Australian citizens and permanent residents based in Australia with any off-shore recruitment being subject to a ‘right to work’ in Australia check.
- required to adhere to our code of Professional Ethics.
- required to complete modern slavery awareness training.



MODERN SLAVERY RISK IN OUR SUPPLY CHAIN

While Kinetic IT has assessed its modern slavery risk as low in each of the previous four reporting periods we nonetheless recognise the possibility of modern slavery within our supply chain and have continued to take steps to remain vigilant in addressing this risk.

Our “supply chain risk assessment” (SCRA), as described below, continues to be the flagship component in our effort to identify modern slavery risk in our supply chain. As reported in our FY23 modern slavery statement Kinetic IT has now embedded and normalised SCRA’s into its procurement processes with all procurement activities taking place during the FY24 reporting period incorporating an SCRA with 185 SCRA’s completed in total.

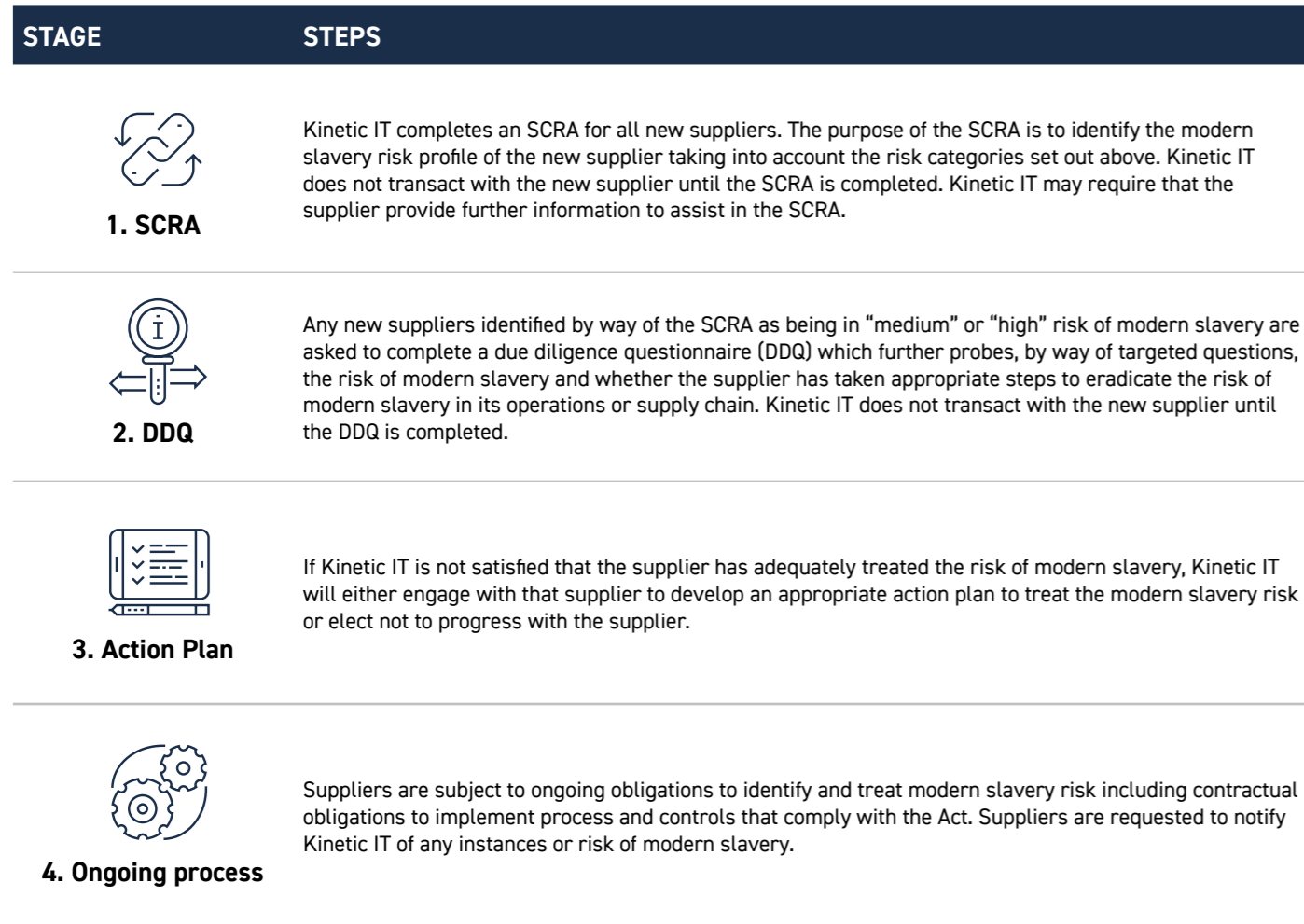
Kinetic IT’s SCRA process considers the following risk categories:

- Geographic Risk
- Sector and Industry Risk
- Product and Services Risk
- Supply Chain Risk.

The SCRA process considers a range of sources of information including the Global Slavery Index and the International Labour Organisation. A summary of our SCRA for the reporting period is set out in the table below:

RISK CATEGORY	DESCRIPTION	SUMMARY
Geographic	Modern slavery risk may be a consequence of the geographic area where products are manufactured or where services are delivered. Indicia of potential geographic high risk include areas that: <ul style="list-style-type: none"> • are prone to corruption; • are prone to conflict; and • have weak laws. 	Kinetic IT’s SCRA Geographic Risk remains classified as ‘Low’ since the company does not procure any goods or services from countries identified as high risk in the Global Slavery Index. During FY24, 99.98% of Kinetic IT procurement spend was secured through countries that have been classified as Low. The remaining 0.02% was spent with one supplier classified as Medium risk during a previous reporting period with no issues identified by way of the due diligence questionnaire
Sector & Industry	The characteristics, products and processes of certain sectors and industries may elevate the risk of modern slavery. Indications of potential sector and industry risk include: <ul style="list-style-type: none"> • industries and sectors that are informal and/or poorly regulated; • industries and sectors with high instance of seasonal and/or low paidworkers; • industries and sectors with a high instance of dangerous or hazardous work. 	Kinetic IT’s SCRA Sector & Industry Risk remains as ‘Low’ due to the majority of Kinetic IT’s suppliers operating in low-risk industries and sectors.
Product & Services	Some products and services are associated with a higher prospect of modern slavery due to the manner in which they are produced, transported or distributed. Similarly, services such as cleaning that involve low wages and manual labour may have a higher modern slavery risk.	Kinetic IT’s Products and Services SCRA risk remains at low however as per previous reporting periods we remain mindful that there is a degree of heightened risk in certain products and services procured by Kinetic IT such as: <ul style="list-style-type: none"> • procurement of electronic products including laptops, computers and mobile phones which may have a higher inherent risk of forced labour and/or child labour practices; may be manufactured from resources extracted in countries where forced labour and human trafficking is common and where local laws may not exist to protect vulnerable populations. • occasional engagement with labour hire agencies to procure access to short term resources. • engagement with lease and accommodation providers where cleaning services are included. These services can have a high level of migrant and low skilled workers who may be vulnerable and exploited.
Supply Chain	The larger and more complex the supply chain is, the harder it can be for modern slavery practices to be identified and monitored. Sub-contracting and the use of labour recruiters in the supply chain will also increase the risks of modern slavery, especially where recruitment fees are charged.	<ul style="list-style-type: none"> • due to the straightforward nature of Kinetic IT’s supply chain, the SCRA Supply Chain Risk remains as ‘low’

Kinetic IT's process for identifying modern slavery risk in its supply chain through the supplier onboarding process is set out in the diagram below:



CONTINUED FOCUS ON CLEANING SERVICES

As set out in our previous modern slavery statements, Kinetic IT continues to be mindful of the modern slavery risk associated with cleaning services. While we are comfortable that our current cleaning contractors have taken steps to eradicate modern slavery from their operations and supply chains we remain cognisant of the vulnerabilities of migrant or low-skilled workers in cleaning services occupations and will continue to work with our cleaning services contractors to ensure adequate safeguards are maintained.



ACTIONS TAKEN TO ADDRESS THE RISK OF MODERN SLAVERY

Since the commencement of the Act, Kinetic IT's focus has been directed toward assessing and addressing the direct modern slavery risks within our operations and supply chain by way of incorporating the SCRA into our standard procurement activities. As set out in our previous statement, during FY23 Kinetic IT introduced an additional central pillar to our modern slavery efforts with the introduction of a modern slavery awareness training program that, along with ongoing SCRA, we expect will continue to form the foundation of Kinetic IT's actions to address the risk of modern slavery.

MODERN SLAVERY AWARENESS TRAINING PROGRAM

Kinetic IT's modern slavery awareness training program commenced in FY23 and focused on providing participants with:

- an understanding of what modern slavery is and the profound detriment suffered by vulnerable persons who are victims of modern slavery
- tools to identify modern slavery or heightened risk categories (including geographic, sector/industry and product/services related risk).
- an awareness of common red flags and indicia of modern slavery
- familiarity with global modern slavery legislative frameworks

The training module was initially rolled out to Kinetic IT's executive leadership, procurement and ancillary business functions. Throughout FY24 the module was rolled out company wide, and as at June 2024, just under 90% of our workforce have completed the training program. The training module is now incorporated as a mandatory requirement into our staff onboarding process and we expect to maintain high levels of completion in future reporting years.

ASSESSING AND TREATING DIRECT MODERN SLAVERY RISK WITH FOCUS ON HIGHER RISK SUPPLIERS

All of Kinetic IT's active suppliers have previously undergone a Supply Chain Risk Assessment (SCRA), and our supplier onboarding process mandates that all new suppliers are subject to an SCRA. Kinetic IT collaborates with suppliers assessed as a medium risk or above to ensure they are taking adequate steps to address the risk of modern slavery in its supply chain and operations.

As part of our supplier establishment process, Kinetic IT requires new suppliers to provide a copy of their modern slavery statement (where the supplier is a reporting entity under the Act) to gain an understanding of the suppliers own commitment to managing the risk of modern slavery in its operations and supply chain.

MODERN SLAVERY RISK MANAGEMENT PLAN

In 2023/24 financial year, Kinetic IT undertook the development of a comprehensive Modern Slavery Risk Management Plan, designed to systematically identify, assess, and mitigate risks of modern slavery across our operations and supply chain. This plan was developed through a collaborative process involving key stakeholders from various departments, ensuring that it aligns with our broader corporate governance and ethical standards. The plan includes specific risk assessment criteria, due diligence procedures, and ongoing monitoring mechanisms to identify potential modern slavery risks in our supply chain.

Additionally, it sets out clear guidelines for engaging with suppliers, particularly those operating in high-risk sectors or regions, to ensure they adhere to ethical practices and comply with international standards. Through this plan, we aim to strengthen our commitment to eradicating modern slavery and promoting human rights throughout our business operations.






NORMALISING THE SCRA INTO OUR PROCUREMENT ACTIVITIES

Kinetic IT's SCRA process has become a routine part of our procurement activities, with systems and processes established to ensure all suppliers are regularly vetted for modern slavery risk.

POLICY FRAMEWORK

Kinetic IT's policy framework is the bedrock for our approach to managing unethical behaviour in our business (including managing modern slavery risk). Key policies governing ethical behaviours include the following:

POLICY	DETAILS
 Quality	Beyond our reputation for providing high quality, customer-centric IT services, Kinetic IT is recognised for our commitment to operating with integrity. Our commitment to quality and integrity is outlined in our Quality Policy and in the certification of our Quality Management Systems to ISO 9001.
 Whistleblower	Kinetic IT values a culture where our employees and other eligible disclosers feel safe and are empowered to raise concerns about any misconduct or an improper state of affairs (including unethical, illegal, corrupt, dishonest conduct or conduct that breaches Kinetic IT's policies) without being subject to detrimental treatment.
 Diversity, Equity & Inclusion	Kinetic IT is committed to fostering an organisational culture and workplace that champions diversity, equity and inclusion across all levels of our business. We aim to provide a workplace where every individual has an equal opportunity to contribute and is valued for their contributions. We strive to create an environment that embraces diversity; where everyone has a voice and feels safe, respected and treated with dignity. Our diverse and inclusive work environment continues to grow with 41% of crew born outside of Australia, 35% speaking a language other than English and 26% identifying with another culture. Our commitment to diversity, equity and inclusion is outlined in our policy and our annual reporting to the Workplace Gender Equality Agency (WGEA).
 Workplace Discrimination, Bullying & Harassment	Kinetic IT is committed to promoting a workplace free from workplace discrimination, bullying, harassment, sex-based harassment and victimisation. Every member of our organisation has a right to feel safe and respected, and in turn the responsibility to prevent workplace discrimination, bullying, harassment, sex-based harassment and victimisation.
 Environmental Sustainability	Our environmental sustainability policy outlines our commitment to protect and support our natural environment. We're driven by a passion to make a positive difference to our customers, employees and communities by bringing out the best in people and technology. As such, we understand our moral and ethical responsibility to protect and enhance the environmental sustainability of the communities in which we operate. Our commitment is demonstrated through the establishment of our Environmental Management System (EMS) in FY23-24 that is in accordance with ISO14001. Kinetic IT will be seeking certification to ISO14001 for the EMS in FY 24-25.
 Gift and Hospitality	Our gift and hospitality policy is part of Kinetic IT's framework for complying with global anti-bribery and corruption legislation and community expectations and provides our crew with certainty as to what behaviours are acceptable and unacceptable in relation to giving and receiving gifts and hospitality.




POLICY	DETAILS
 Health and Safety	Our Health and Safety policy, together with our certified and compliant systems and practices set the minimum standard for Kinetic IT and are complemented by our employees embracing our customers' standards as our own. Kinetic IT believes that the wellbeing of our staff, contractors and visitors lies at the heart of our company's success. Whether working on a customer or corporate site, we are committed to fostering a culture which acts proactively, to ensure everyone goes home safe and healthy every day.
 Security	We are committed to employing contemporary security practices which address and overcome the challenges of evolving technology and physical landscapes. We will continue to foster a security aware culture, ensuring our staff possess the essential competencies to maintain a secure business environment. Our commitment to security is outlined in our Security Policy and in the certification of our Information Security Management Systems to ISO 27001:2013.
 Fitness to Work	Kinetic IT believes that the safety of our crew at work is of paramount importance. Attending work in a fit state is essential for working safely and productively. Under relevant Health and Safety legislation, Kinetic IT has a duty of care to take all reasonable steps to ensure crew members are in a fit state to work safely.
 Code of Professional Ethics Agreement	Our code of professional ethics represents Kinetic IT's expectations in terms of professional ethics. We have responsibilities toward our clients and colleagues, suppliers and competitors, our profession as well as the public.
 Privacy	Our Privacy Policy outlines our comprehensive approach to the collection, management and security of personal information.



MEASURING EFFECTIVENESS

Kinetic IT did not receive any modern slavery related disclosures to our Whistleblower hotline in FY23-24. As acknowledged in previous reporting periods the absence of disclosures does not in itself confirm that our operations and supply chain is immune from modern slavery risk, and we have continued to be vigilant in addressing the risk of modern slavery.



The following table provides an overview of our activities to address modern slavery in our operations and supply chain.

FOCUS AREA	ACTIVITY	SUMMARY OF OUTCOMES
 Governance	Reporting mechanism	Kinetic IT's procurement team reports twice-yearly to Kinetic IT's Finance, Audit and Risk committee on Modern Slavery Risk. The reporting includes a summary of SCRA's conducted; any high-risk suppliers and forward-looking view of key activities to be completed.
	Review of external certifications	Kinetic IT continues to review external certifications in relation to modern slavery risk treatment and, where appropriate, incorporating these certifications into its SCRA.
	Modern Slavery Awareness Training	Just under 90% of Kinetic IT staff have now completed the training module. The module is now a mandatory requirement for new starters.
 SCRA	All active suppliers now subject to SCRA	All active Kinetic IT suppliers have now been subject to at least one SCRA. SCRA's will continue on an ongoing basis.
	Change in Supplier profile triggers subsequent SCRA	In the event that the type of goods or services procured from a supplier changes (i.e. Kinetic IT procures additional product lines) our systems are configured to trigger an additional SCRA which takes into account the new goods or services.
	Inactive suppliers closed in procurement system	Any inactive suppliers have been closed in Kinetic IT's procurement system meaning that goods and services cannot be procured inadvertently from a supplier that has not undergone an SCRA.
 Legal Templates	High and medium risk assessments	In the FY23-24 Kinetic IT identified 2 suppliers in "medium" or above risk categories and issued DDQ's to each of these suppliers.
	Modern Slavery provisions	Kinetic IT's suite of legal templates have been updated to include modern slavery provisions. In particular our labour hire engagement templates have been amended to include an express prohibition on debt bondage practices.

AREAS OF FOCUS FOR 2024/2025

While Kinetic IT's risk assessment of modern slavery in its supply chain remains "low" we are nonetheless implementing further improvements to our business to sharpen our approach to combatting modern slavery in our operations and supply chain.

The table below provides an overview of Kinetic IT's key focus areas for 2024/2025:

FOCUS AREA	SUMMARY OF OUTCOMES
 Governance	<ul style="list-style-type: none"> continue Modern Slavery awareness training as mandatory requirement for new staff development of supplier code of conduct that will codify Kinetic IT's expectations as to supplier commitment to identify and eradicate modern slavery. development of modern slavery policy
 SCRA	<ul style="list-style-type: none"> re-assessing existing suppliers in response to changes in procurement requirements or the risk profile ongoing SCRA and, where required, working in collaboration with our suppliers to develop action plans to address potential risks. review and uplift of DDQ SCRA re-assessments of existing suppliers to ensure ongoing compliance and risk minimisation leveraging industry certification schemes, including the cleaning accountability framework, to provide additional assurance that modern slavery is eradicated in areas of highest risk within our supply chain.

HOW OUR STATEMENT ADDRESSES MODERN SLAVERY MANDATORY CRITERIA


CRITERIA	PAGE NUMBER/REFERENCE
Identify the reporting entity.	Page 4, Opening Statement
Describe the reporting entity's structure, operations and supply chains.	Page 6, About Kinetic IT
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	Page 10, Identifying and Addressing Modern Slavery Risk
Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	Page 13, Identifying and Addressing Modern Slavery Risk
Describe how the reporting entity assesses the effectiveness of these actions.	Page 16, Measuring Effectiveness and Areas of Focus for 2023/2024
Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls.	Not applicable. Kinetic IT is a single reporting entity.
Any other information that the reporting entity, or the entity giving the statement, considers relevant.	Not applicable.






kinetic **IT**

MODERN SLAVERY STATEMENT 2024

 [/KineticIT.com.au](https://www.kineticit.com.au)

 1300 782 072

 DLBSCCommercialManagement@KineticIT.com.au