

A person is silhouetted standing on the roof of a white SUV parked in a desert at night. The sky is dark blue and filled with stars. The ground is sandy and reflective, showing the reflection of the vehicle and the person. The overall mood is somber and contemplative.

Seisma Group: Modern Slavery Statement

Published December 2023

Introduction

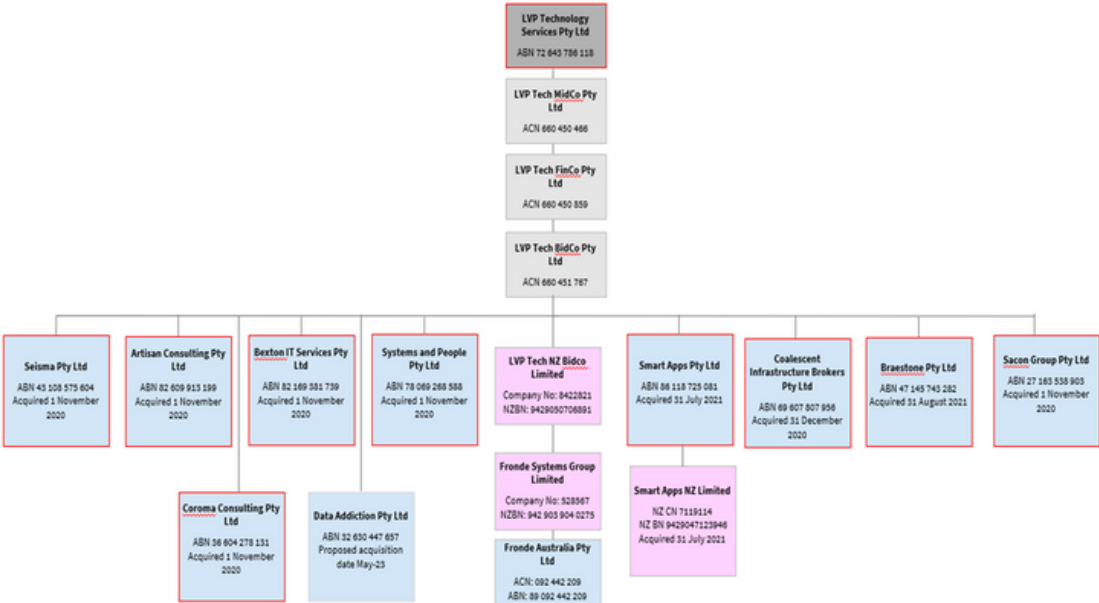
We are proud to publish our first Modern Slavery Statement in accordance with Australia’s Modern Slavery Act (Cth) 2018.

Seisma is committed to upholding human rights within our own business operations and supply chain. We respect every individual’s right to live and work freely and this underpins how we do business. We seek to engage with suppliers who share these values and respect human rights within their own operations.

We understand that modern slavery poses an ongoing challenge, both locally and globally, and will strive to achieve accountability and transparency within our own operations and supply chain.

Structure, Operations, Supply chain

Below is the company’s reporting entities:



Operations

Seisma is an IT professional services company in Australia and New Zealand, headquartered in Melbourne, Victoria. Seisma works with clients across industries including banking and capital markets, energy and utilities, government and public services. We are known for our expertise in cloud and infrastructure, strategy and advisory, engineering, delivery, digital platforms, data and artificial intelligence.

We work as an extension of our clients' teams, walking with them on their journey to build their technological capabilities. We're here to make sure our clients have the right tools and strategies at the right time to grow their businesses.

We have over 350 consultants working across Australia and New Zealand, with offices in Melbourne, Sydney, Wellington, Perth and Auckland.



Supply Chain

During FY23, Seisma had 423 suppliers located across Australia, 1 supplier in Germany, 1 supplier in Ireland, 16 suppliers in New Zealand, 1 supplier in Singapore, 3 suppliers in the United Kingdom and 16 suppliers in the United States. 92% of our suppliers are based in Australia, ranging from large multinational corporations to small businesses. Our largest categories were on Professional Services (26%), followed by I.T licenses (24%), Recruitment (18%) and I.T. infrastructure hosting (18%).

Risks of Modern Slavery

We undertook a risk assessment of our operations and a detailed analysis of our Tier 1 supply chain with support from a technical consultant. Risks were assessed based on market leading resources including Global Slavery Index, Global Rights Index (GRI) and the Global Estimates of Modern Slavery published by the International Labour Organisation. We have identified modern slavery risks within our own operations and Tier 1 supply chain.

Identification of risks within our operations

We have assessed the risk of our Australian business operations to be low as:

- 62% of our employees are hired on a permanent basis
- Contractors we engage with directly are generally in highly skilled and professional roles
- Everyone working in our operations is 18 years or older
- All of our employees are paid aligned to awards, which are in excess of the minimum wage
- Our employees are free to join unions

Identification of risks within our supply chain

This risk analysis examined 461 suppliers within our Tier 1 supply chain and inherent supplier risk was derived based on geographic location, type of product or service procured, and industry risk. These risk weightings were then adjusted based on supplier's internal controls to minimise modern slavery exposure and criticality of supplier to our business.

While we predominantly use Australian suppliers, we recognise that our goods and services may come from countries other than those of the suppliers' headquarters or registered place of business. As an I.T. professional services business, we understand that I.T. hardware is known to have a higher risk of modern slavery and numerous well-documented cases of forced labour. This risk increases further upstream where there is often less visibility and transparency in the raw material sourcing and manufacturing stages

medical supplies. We also understand given the nature of our supply chain, it is likely that its Tier-2 supply chain has a far wider geographic distribution and will derive more heavily from Asia, including in large part China.

Key risks within our Tier 1 supply chain are:

- IT hardware
- Cleaning services

Geographic – Limited variability in geographic risk

- Seisma's Tier-1 geographic slavery risk exposure is concentrated predominantly in Australia, where 92% per cent of the assessed suppliers are located.
- The highest risk location Seisma sources its products and services directly from is Singapore

Industry

- The high-risk industries within our supply chain are:
 - I.T. Hardware
- This industry has a relatively higher risk of modern slavery due to the prevalence of casual, temporary, or sub-contracted employment of lower-skilled and often migrant workers

Actions Taken

We understand that we are at the beginning of our modern slavery risk journey. Our current focus has been undertaking an external modern slavery risk assessment of our operations and supply chain and conducting a gap analysis of our processes and policies. We have developed an action plan based on the findings of this analysis and will be working to implement this over the next three years.

Effectiveness of Actions

We are committed to monitoring the effectiveness of our actions and continuously improving our approach to modern slavery risk management. As this is our first statement, over the next twelve months we will review the effectiveness of our actions. As such, we will consider:

- Number of risks identified
- Number of employees trained in modern slavery
- Oversight of Tier 1 suppliers

Moving forward we will assess the effectiveness of our actions to ensure they are promoting the rights of workers and reducing the risk of modern slavery in our operations and supply chain.

Planned Activities

We are committed to strengthening the processes to identify and manage modern slavery risks within our own operations and supply chain and will work to embed the following actions:

- Integrate modern slavery risks into enterprise risk management framework
- Request suppliers complete Supplier Assessment Questionnaire for current suppliers deemed high risk and new suppliers
- Communicate the Whistleblower policy and grievance mechanism
- Board awareness training on Modern Slavery
- Develop employee awareness training for Modern Slavery and identify who needs to be trained
- Ensure a consistent approach to engaging suppliers
- Implement training on the Whistleblower policy and grievance mechanism through induction packages

Policies and Procedures

We have implemented the following policies to establish internal controls for managing broader human rights and the risk of modern slavery within our business and supply chain:

- Human Rights and Modern Slavery policy sets out our commitment to supporting human rights, our zero tolerance for modern slavery within our operations and expectations for suppliers
- Whistleblower policy outlines our mechanism for reporting of any instances of suspected illegal, immoral, or fraudulent practices, whilst providing protection and measures so that anyone making a report can do so confidentially, without fear of reprisal
- Code of Conduct outlines the behaviours we expect of our employees

Training

We have established an annual internal training program for all our staff to deepen an understanding of modern slavery and how to respond to it. We are committed to expanding the capability among our staff in the future and will continue to develop the training as needed.

Due Diligence

We assess all potential suppliers for their approach to managing modern slavery risk. When we have a new supplier, we require them to read and adhere to our Human Rights and Modern Slavery policy.

Remediation

If any issues are uncovered we will work in partnership with our suppliers to remediate the issue. To date, we are not aware of any issues within our own operations or Tier 1 supply chain.

Consultation

The reporting entity, Seisma Pty Ltd, actively engaged and consulted with all companies we own or control in the development of this Statement.

This statement has been approved by the Board of Directors on 21 November 2023.



Robert Hogeland
Chief Executive Officer

A person is silhouetted against a starry night sky, standing on the roof of a white utility vehicle. The scene is set in a desert landscape with mountains in the background and a reflective pool of water in the foreground. The entire image has a blue color cast.

Contact
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