



Oncore Modern Slavery Act Statement 2020

(For Reporting period from 1 July 2019 to 30 June 2020)

Introduction

This Statement has been published in accordance with the Commonwealth Modern Slavery Act 2018 (Cth). This Statement sets out the steps taken by the Oncore Group Holdings Pty Ltd ACN 137 343 349 ('Oncore', 'we' or 'our'), a large privately owned company registered in Australia to prevent modern slavery in its operations and supply chains during the period 1 July 2019 to 30 June 2020. Oncore's first annual statement is due 31 March 2021. Oncore controls the following legal entities:

- One Vendor Pty Ltd
- One Vendor Payroll Pty Ltd
- Oncore Consulting Pty Ltd
- Oncore Contractor Solutions Pty Ltd
- Oncore Business Solutions Pty Ltd
- Oncore ECM Solutions Pty Ltd
- Oncore Business Solutions (NZ) Limited
- Oncore Consulting (NZ) Limited
- One Vendor Payroll (NZ) Limited

Oncore is committed to human rights in the workplace and working with suppliers that are aligned to our values and operate in accordance with modern slavery laws. This commitment includes respecting the dignity and worth of all employees, encouraging all employees to reach their full potential and providing equal opportunities to all employees. We are committed to the principles outlined in the *UN Guiding Principles on Business and Human Rights*.

Oncore's operations, structure, and supply chains

Oncore is a global company specialising in payment solutions for professional contractors, recruiters and corporates - all backed by leading technology and infrastructure. Our operations include all aspects of flexible workforce management, payroll and administration, from salary packaging and contractor care to risk mitigation of contingent workforce, or complete outsourcing of the back office for recruiters.

Oncore has over 20 years of experience in this specialist market, engaging with thousands of contractors across Australia, New Zealand, and the UK. Oncore is made up of several companies controlled by a Board of Directors. We have various offices in Australia and we also have offices in New Zealand, the United Kingdom, and Colombia. Our total direct workforce is 45 in Australia and 9 in UK and Columbia. 452 Individual contractors and 808 corporate contractors as at Jan 2021.

Oncore has identified that its main Supply Chains are in Australia. During the reporting period from 1 July 2019 to 30 June 2020, Oncore engaged directly with more than 100 different suppliers. Our largest category of spend was on insurance.

Oncore's **Core Values**, **Code of Conduct**, and **Policies** set the behavioural standards for Oncore and reflects our commitment to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place in our operations or supply chains.

Our four **Core Values** describe what we stand for and guide us.



Oncore's **Code of Conduct** which links to our values, addresses the professional, ethical, financial, and social values of Oncore and represents the commitment of Oncore and its employees to our customers, contractors, and the communities in which we work and live.

Oncore's **Human Right Policy** and **Whistleblower Policy** confirms our commitment to human rights in the workplace.

Supply chains & risk of modern slavery

Oncore has reviewed its modern slavery practices risks across our operations and supply chains considering the following: sector and industry risks, product and services risks, geographic risks and entity risks.

As a result, Oncore has been able to identify areas of no or low risk, for example operational activities that are directly undertaken by Oncore employees. We have identified potential risk, for example where a local third party supplier may source a technology product from overseas sources. We will use these potential risk scenarios to prioritise our supplier engagement activities in the future. We are also working on refining the traceability of goods and services within our supply chain.

Assessing & addressing modern slavery risks

Oncore has taken the following action to assess, identify, and address these risks including:

- Preliminary mapping of our supply chain broadly to assess risk.
- Publishing this Modern Slavery Statement.
- Creating and implementing a Modern Slavery Policy and a supplier Code of Conduct.
- Reviewing project and contract management systems to address modern slavery, including templates and other documents.
- Allocating responsibility for assessing and addressing modern slavery risks to the Legal team, who will brief our Board.
- Convening key departments within Oncore to assist with the assessment and response to key risks.

- Developing a specific five-year action plan in relation to addressing Modern Slavery Laws.

Assessing the effectiveness of these actions

We monitor, manage, and report progress on a range of indicators used to assess the effectiveness of our responsible business programs and performance. We have established a process to review our actions, which includes updating our policies annually and implementing risk assessment processes to ensure they remain up to date. We have conducted an internal audit to assess and address modern slavery risks, including mapping key parts of operations and supply chains. We have updated our policies and procedures and amended our contract wording to reflect Modern Slavery laws.

Entity Consultation

Oncore has consulted with each reporting entity covered by the statement and continues to do so. The company secretary for each entity is aware that this statement is being prepared and has had the opportunity to participate in the statement process.

Future actions

Over the next year we will focus on:

- Reviewing and updating our policies
- Assessing our internal practices against the requirements of the Modern Slavery Act 2018
- Updating our standard terms
- Reviewing our contractual terms with suppliers
- Reviewing and improving staff and management awareness of modern slavery risks through awareness-raising and training, including staff orientation and incident reporting

This statement was made pursuant to the Act and is approved by the principal governing body of Oncore, being the Oncore Board of Directors.



Signed by Director/Secretary

Grant Gee