DiGiCOR

MODERN SLAVERY STATEMENT

Australian Modern Slavery Act 2018

Mar 2023

Contents

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.

02 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.

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.
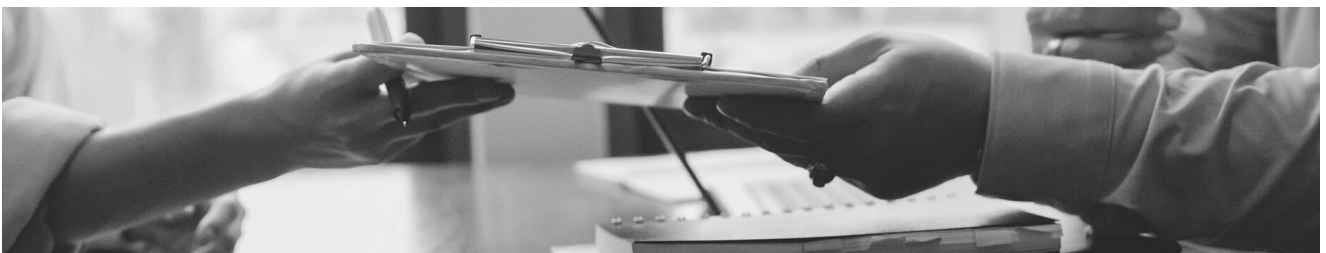
03 Risk assessment and mitigation

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.

During the reporting period, DiGiCOR have undertaken risk assessments of modern slavery in our operations and supply chain and have identified areas of vulnerability in the delivery services we engage in and the source of the materials used in the products that are supplied to us.

DiGiCOR acknowledges that these risks can be exacerbated by virtue of the jurisdiction(s) and industry(s) in which our suppliers and clients operate in and their own internal policies.

Risk assessment and mitigation

The electronics sector supply chain is particularly susceptible to modern slavery. Raw materials and assembly are often sourced in South-east Asia where forced labour and limited labour rights may be present.

Due to our limited monitoring capabilities, we also acknowledge that we lack visibility in some offshore markets which may present additional risks of modern slavery with particular reference to secondary levels of supply in our supply chain.

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.

DiGiCOR

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 exisiting 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 exisiting 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.

04 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 will continually monitor the effectiveness of our operations and actions to identify and address any modern slavery risks that our business contributes to either directly or indirectly within ISO9001 guidelines.

We assess the effectiveness of our efforts in combatting modern slavery at our company by:

- Engaging with external assurance providers;
- Actively monitoring the percentage of contracts which include modern slavery clauses;

- Analyzing completion rate metrics of our Supplier Evaluation Form which addresses modern slavery issues; and
- Recording the number of modern slavery cases identified and remedied from our processes.

Based on the data collected, we continue to improve and strengthen the way we respond to modern slavery at our company.

05 Acknowledgement

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. We ensure our staff and team are aware of sustainable ethical practices and we encourage them to follow the best practices.

During the reporting period, we have actively consulted with all companies we own or control to prepare this statement which includes DiGiCOR New Zealand. During consultations, we discussed the relevant requirements provided for in the *Modern Slavery Act (2018)* as well as the processes and obligations undertaken by us in compliance with these requirements. These entities will continue to receive all relevant materials and information required to duly carry out any obligations they may have to address modern slavery risks under this statement.

Signed and approved by
Richard Huang
CEO

Revision Date	Nature of Amendment
31/10/2022	Approved by DiGiCOR Board of Directors and Signed by CEO
07/03/2023	Updated Assessment and Effectiveness plans and added risk assessment and mitigation section