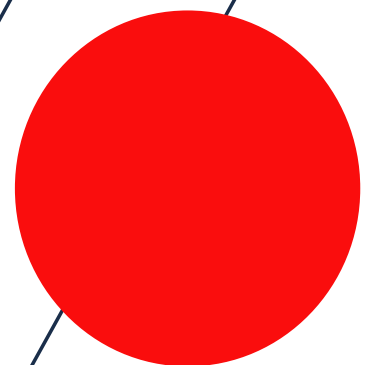




*kinetic* **IT**

# KINETIC IT 2023 MODERN SLAVERY STATEMENT.

ENHANCING THE HUMAN EXPERIENCE  
THROUGH TECHNOLOGY.





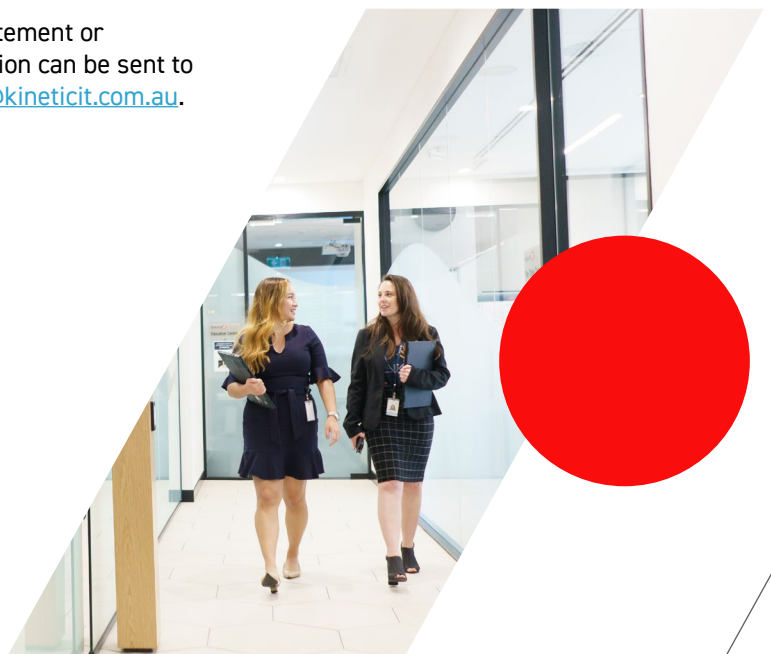


*We acknowledge the traditional owners of the lands on which we gather.  
We pay our respects to elders past, present and emerging.*

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Any feedback related to this statement or requests for additional information can be sent to [DLBSccommercialmanagement@kineticit.com.au](mailto:DLBSccommercialmanagement@kineticit.com.au).







## ABOUT THIS STATEMENT

### A POSITIVE FORCE FOR CHANGE

As Kinetic IT's chairperson, I am pleased to present our Modern Slavery Statement for the year ending June 30 2023 which sets out the actions taken by Kinetic IT to address modern slavery risks in our business and supply chain. This modern slavery statement was endorsed by Kinetic IT's board of directors on 30 August 2023.

As you will see from this statement, the reporting period marks a pivotal moment in our modern slavery journey as our focus expands beyond our procurement function to encompass other key functional areas within our organisation who now form part of our commitment to combating modern slavery.

Kinetic IT's board of directors views our annual modern slavery statement as being more than a legislative requirement—it is representative of our commitment to being a positive force for change.

**Rhoda Phillippo**  
Chairperson

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').  
We do not own or control any other entities.





## STATEMENT FROM CEO

I am once again pleased to have been involved in the preparation of Kinetic IT's modern slavery statement. From a personal perspective, the preparation of our modern slavery statement is an opportunity for me to work with my team and reinforce our commitment to ethical business practices and resolve to combatting modern slavery and, having been involved in preparing our three previous modern slavery statements, I feel our actions over the past 12 months, will nurture a culture of awareness that will form the bedrock of our commitment to be a positive force for change.

Over the past 12 months, Kinetic IT has:

- revisited and optimised its supply chain risk assessment approach including development of a supply chain risk assessment tool that will assist the procurement team when assessing modern slavery risk.
- rolled out a modern slavery awareness training program beyond our procurement function.
- continued to work with our suppliers in higher modern slavery risk categories to treat any identified or potential modern slavery risk
- developed a suite of key performance indicators to assess the effectiveness of our modern slavery risk management approach.

I look forward to leveraging on the groundwork completed over the last 12 months to make further progress in eradicating modern slavery from our supply chain and championing human rights across the IT industry.

**Michael North**  
Chief executive officer

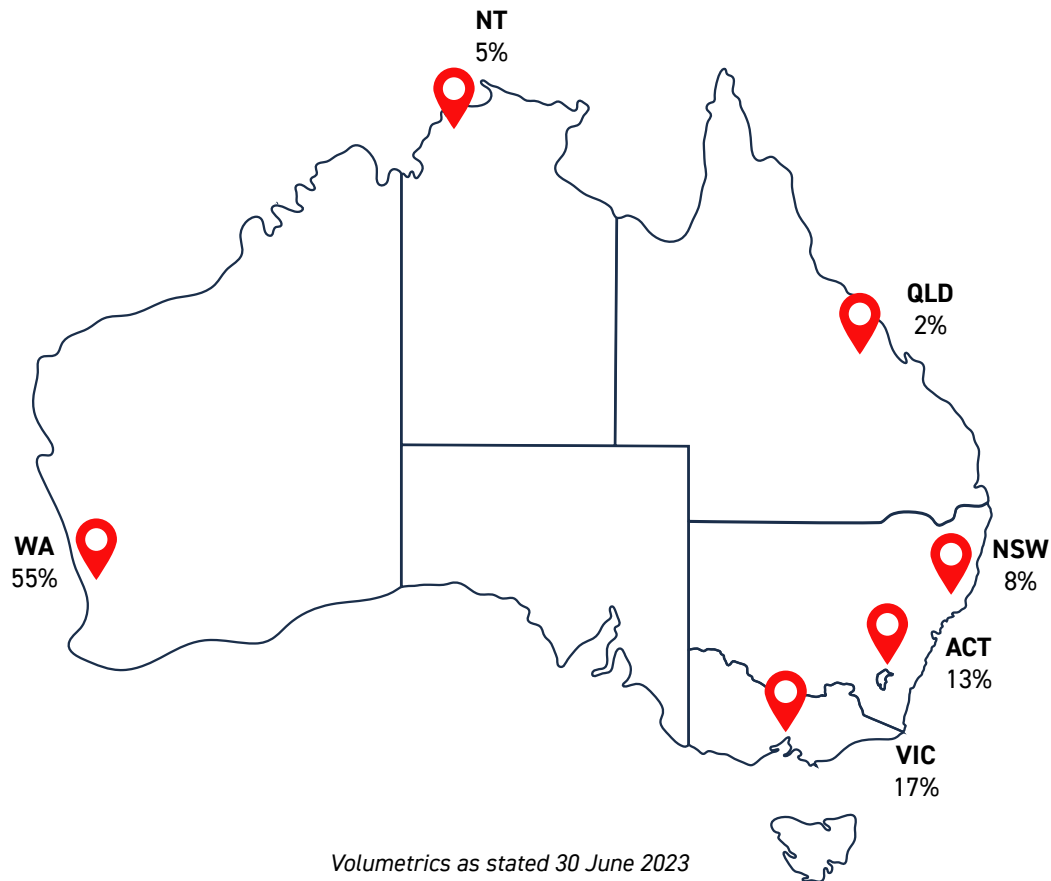


# ABOUT KINETIC IT

## 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 executive leadership team including industry aligned portfolio executives.

Kinetic IT operates with dedicated, on site service delivery teams wherever possible and combined we have over 1350 employees across Australia.



## SUPPORTING AUSTRALIA'S CRITICAL INFRASTRUCTURE



Defence



Emergency Services



Corrections



Government



Education



Critical Infrastructure



Transport



Resources



Energy



Commercial



Kinetic IT is one of Australia's leading technology providers.



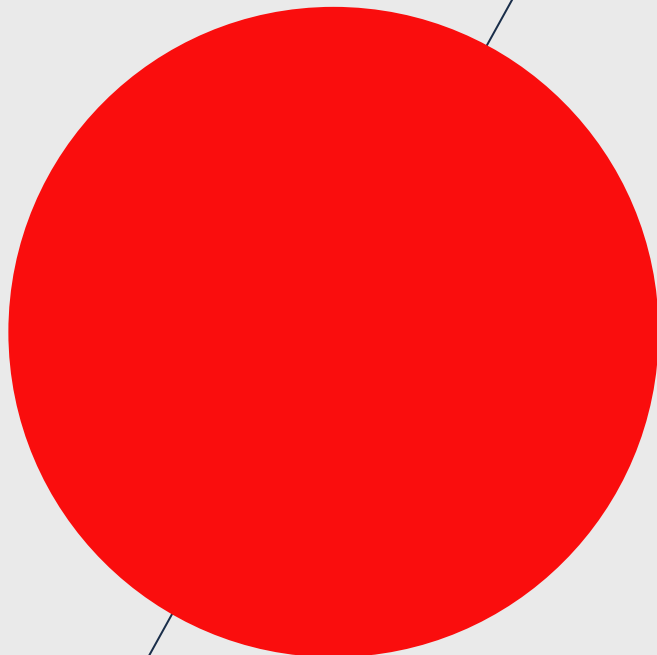
Employing over **1,350+** talented individuals.



Across **2,600+** customer locations.



Delivering services to **700k+** end users.





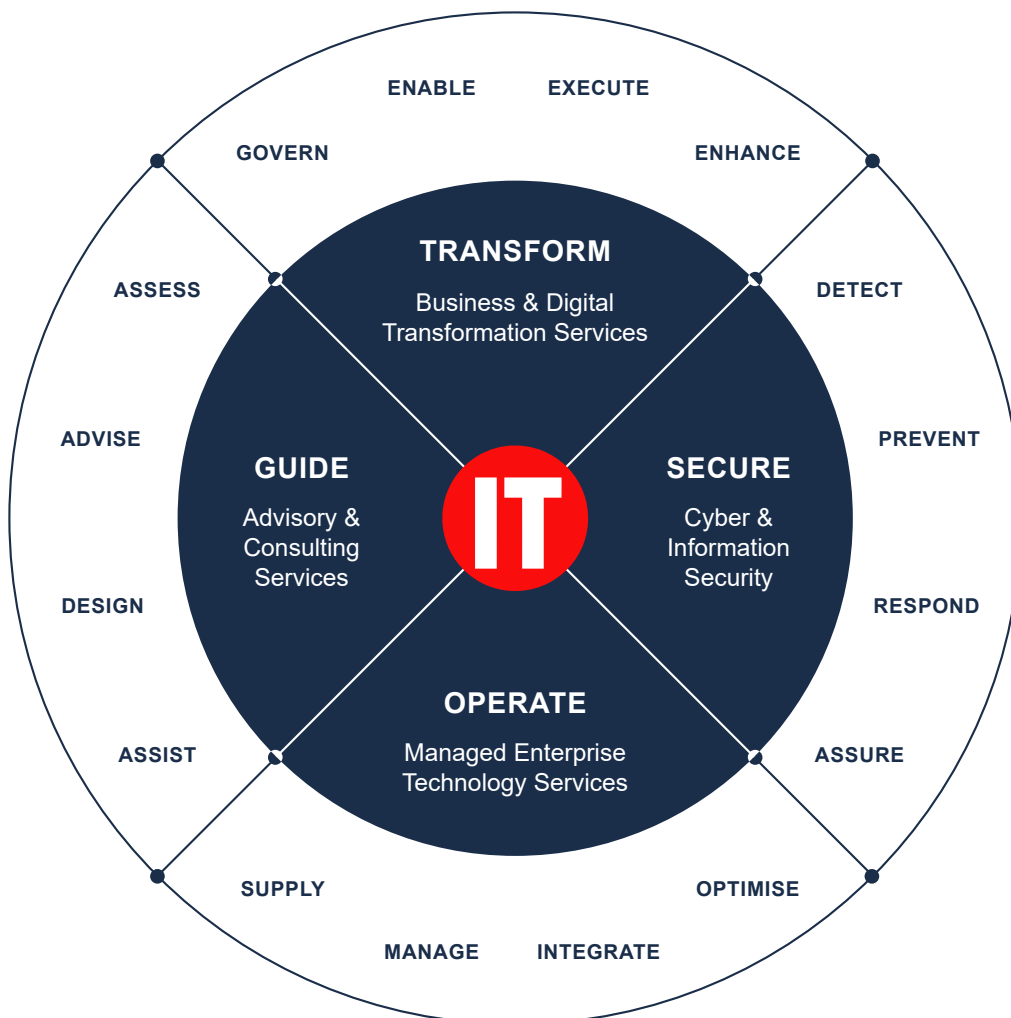
## CORE BUSINESS LINES

Kinetic IT prides itself on our long-term mutually successful customer relationships. Key to this success is our strategy of high-benefit, outcome-focused delivery; transparency in approach; and deep insight gained through dedicated and co-located crew working within our customers' business.

Our core business is providing Managed Enterprise Technology services and solutions to large organisations. We currently support in the order of 300,000 devices, ensuring robust ICT delivery and minimising disruption for more than 780,000 end users in over 2,600 customer locations. Kinetic IT has built a successful business with an enviable reputation for delivering high quality services.

The longevity of our outsourced IT services contracts, up to 25 years, is testament to our ability to deliver outcomes and to continually drive improvements that provide tangible benefits for our customers. Key to Kinetic IT's success is our focus on delivering contemporary, quality services to enterprise customer environments while maintaining a focus on the experience of the end users utilising the services we deliver.

Kinetic IT's strategy is premised on the four core business lines of "Transform", "Secure", "Guide" and "Operate" as set out in the diagram below.



*Kinetic IT's Service Portfolio*





## **MANAGED ENTERPRISE TECHNOLOGY SERVICES (OPERATE)**

Kinetic IT provides operational management and support of customer IT and OT environments. Our managed service offerings include service desk, application support, infrastructure management, hybrid and native cloud, network management, data centre, lifecycle asset management, and enterprise mobility. All services are designed to ensure our customers can rapidly attain their strategic, tactical and operational goals. Our dedicated resourcing model and localised management structure enables our customers to benefit from agile service delivery that is continuously optimised to align to changing needs and environments.

## **CYBER AND INFORMATION SECURITY (SECURE)**

Our Cyber and Information Security Assurance offering identifies and mitigates technology environment vulnerabilities, ensures regulatory compliance and ultimately strengthens our customer's risk posture. Kinetic IT's world-class Security Operations Centre (SOC) operates 24x7x365. We adhere to federal government physical security standards as well as industry standards including ISO 27001/2, MITRE ATT&CK, IEC 62443, ISM and the ASC Essential 8 and deliver a range of advanced integrated solutions including Event Detection & Analysis, Incident Response, Threat Hunting, Major Incident Management and Digital Forensics.

## **ADVISORY AND CONSULTANCY (GUIDE)**

Kinetic IT offers sophisticated business and technology advisory and consulting capabilities which combines our expertise across all major Australian sectors with industry best practice. Leveraging our deep insight of complex customer environments, Kinetic IT's advisory and consulting services include detailed organisational assessments, strategic advice, human-centred design and proven integrated methodologies. We take a holistic approach of our customer's requirements and work collaboratively to identify and deliver tangible means of success.

Kinetic IT is also an accredited training provider and examination centre for comprehensive ITIL and SIAM service management framework training. Our trainers are experienced practitioners with significant real-world experience implementing ITIL or SIAM principles and can provide genuine and practical insight to support organisations undertaking transformational change.

## **BUSINESS AND DIGITAL TRANSFORMATION (TRANSFORM)**

As an enabler of business and digital transformation for large and complex organisations, Kinetic IT has extensive experience in leading major initiatives designed to address the economic, technological and industry demands on businesses today. Our breadth of transformation specialisms encompasses a wide range of technology and business realms including driving business-wide adoption of mobile and field-based technologies, digital workspaces, HR enablement, robotic processes, Internet of Things (IoT) deployments, advanced intelligence and data visualisation solutions.



We believe in ourselves. We are diligent, professional and do what we say we will do.

We respect our customers and each other and conduct ourselves with fairness and integrity.

We strive to add value to our customers, to our company, to our profession and to ourselves.

We are about teamwork. At the core of our teams are empowered individuals working together to achieve a common goal.

We honour what we do, value friendship and family, celebrate success and have fun.

#### VALUES

To bring out the best in people and technology; to make a difference and deliver genuine success.

#### INTENT

#### BIG GOAL

To enhance the human experience through technology

#### ENVISIONED FUTURE

Kinetic IT is built for the long term:

We will be an innovative and inspirational organisation, enriching the natural energy of our people and commanding our market entries with smart solutions and outcomes.

We are extraordinary, staying true to our values and confident when forging our own path.

Our increasing size, reach and influence will contribute positively to our customers, their customers and the communities where we live.

### ORGANISATIONAL VALUES AND HOW THEY ARE REFLECTED OPERATIONALLY

Kinetic IT's VIBE sits at the very top of our organisation, informing our strategy and guiding our company and crew with clarity, purpose and direction. Encompassing our Values, Intent, Big Goal and Envisioned Future, our VIBE defines why we exist and the unique qualities that set us apart from the rest. It describes who we are, how we work and what we must continuously strive to achieve as individuals and as a team.



## OUR UNIVERSAL BEHAVIOURS

Our company values are expressed by our leaders and crew daily through our Universal Behaviours; a set of common behaviours that guide how we conduct ourselves.

Our Universal Behaviour Framework is made up of these five key behaviours, which are broken down to the demonstrable actions we expect from ourselves.



### **BUILDING ENDURING RELATIONSHIPS**

We work more effectively, achieve our outcomes productively and develop better solutions by building strong relationships with each other.



### **TAKING ACCOUNTABILITY**

We take accountability for our own actions and performance.



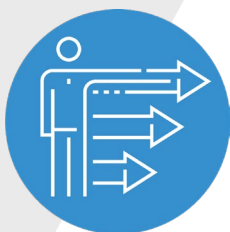
### **DEMONSTRATING RESILIENCE**

We respond positively in the face of adversity, and successfully manage through change.



### **EMBEDDING INNOVATION**

We proactively identify opportunities to improve and challenge ourselves to create new solutions and ways of working.



### **EXCELLING IN OUR PROFESSION**

We set high standards of performance, take pride in doing a great job and contribute to excellence in our profession.



## THE EVOLUTION OF KINETIC IT AND FUTURE ROAD MAP

Kinetic IT has been a trusted partner to Australian organisations for over 25 years, providing technology services and solutions which enable some of our country's most important service providers, and iconic brands, to achieve their goals. A key part of our long-term success has been our ability to adapt to evolving conditions. In a world with fewer constants each year, we are seeing an acceleration of change being driven by the technology landscape. As change is adopted, there is also increasing expectations and new perspectives across our customers, crew, stakeholders and partners.

Our 2023-2027 business strategy was developed through a collaborative process, informed by current performance, extensive market analysis, evolving industry trends, and robust strategic frameworks. We have developed a roadmap for the next five years which recognises and builds upon our strengths, remaining true to our strategic position, and will provide clarity and success for all of our stakeholders.



*Kinetic IT's Strategy Diagram*

Our Strategic Position describes the four core elements that have shaped Kinetic IT's brand and reputation for excellence in service delivery. Akin to DNA, it binds us together and characterises the makeup of our organisation. Our 5-year business strategy is constructed of three strategic pillars:

- Strategic Partnerships;
- Digital Transformation; and
- Engaging Experiences



## **STRATEGIC PARTNERSHIPS**

This pillar of our business strategy focuses on growing and evolving our IT Managed Services to become strategic partners, providing compounding benefits to our customers as we expand. Upholding our strategic position, our primary focus remains on fostering enduring and authentic customer relationships. Through these connections, we aim to create lasting and meaningful customer value by offering high-benefit, outcome-driven services and adapting our delivery to meet evolving needs.

To achieve this, we have recently restructured our Managed Services portfolios to align customers within similar industry sectors. This change enables us to develop profound industry expertise and insights, empowering us to tackle challenges shared by multiple customers and replicate innovative solutions. Moreover, we are proactively preparing for the future by incorporating contemporary and emerging technologies. By integrating these advancements, we augment our skilled teams and deliver enhanced agility and value to our customers.

## **DIGITAL TRANSFORMATION**

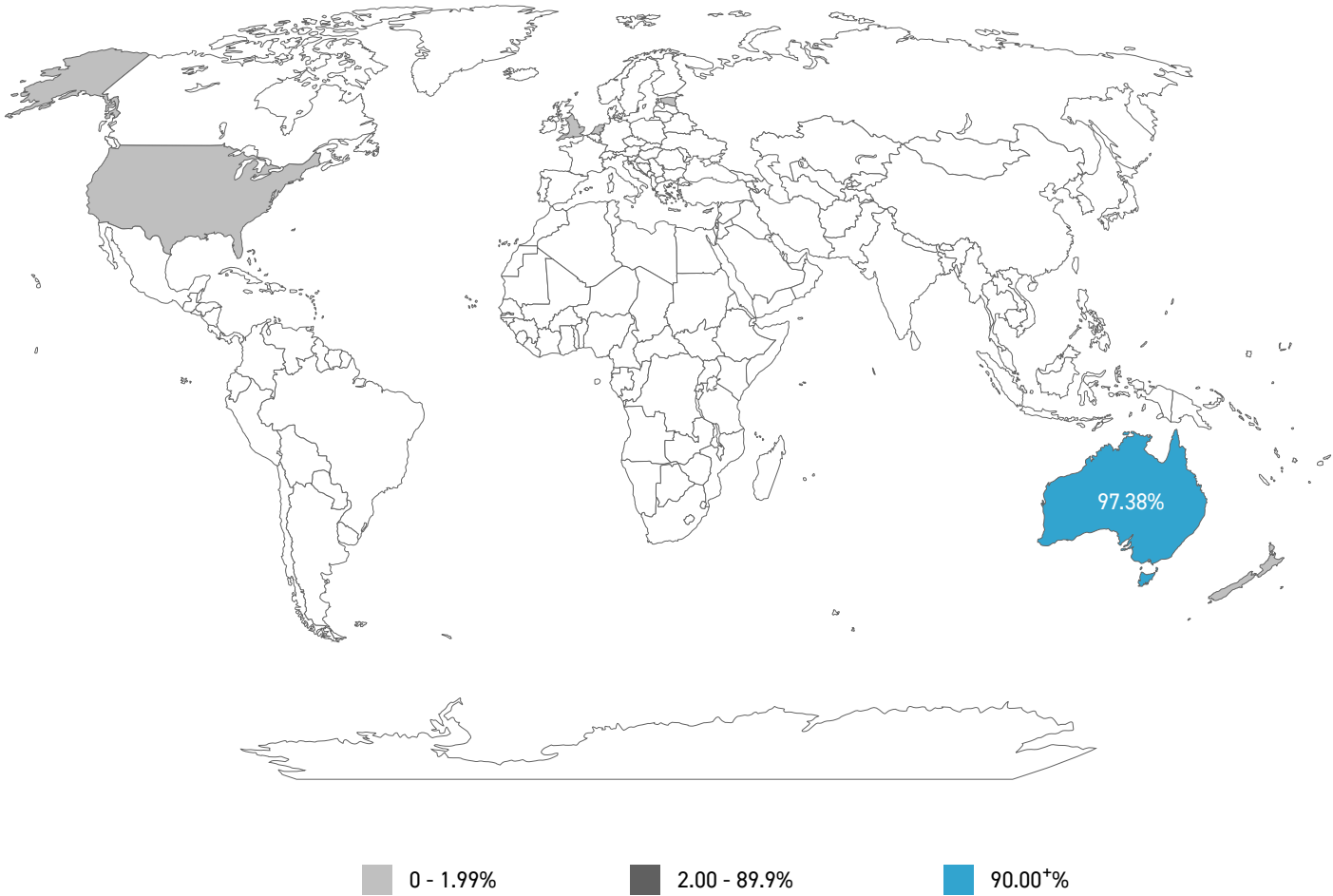
A core element of our business strategy is a commitment to guide, lead, and execute digital transformation. We have recently established a Professional Services business unit, encompassing sought-after advisory and technology practices. This addition grants our Managed Services customers access to highly demanded skills, such as data and analytics, cloud, service integration, as well as cyber and information security.

As we continue to diversify and innovate our Professional Services, we will expand our offerings to address emerging challenges and opportunities related to digital transformation. Additionally, as insights and product innovations are gained through our Professional Services unit, we will be enriching our existing Managed Services customer services and environments.

## **ENGAGING EXPERIENCES**

The engaging experiences pillar serves as a foundational aspect of our business strategy. We are dedicated to the creation of engaging experiences for our customers, crew, and the broader community. Our strategies are shaped by valuable input from these stakeholders, both in response to immediate improvement opportunities and in anticipation of future challenges. We recognise that the 'our talent and style' element of our strategic position is driven by our people.

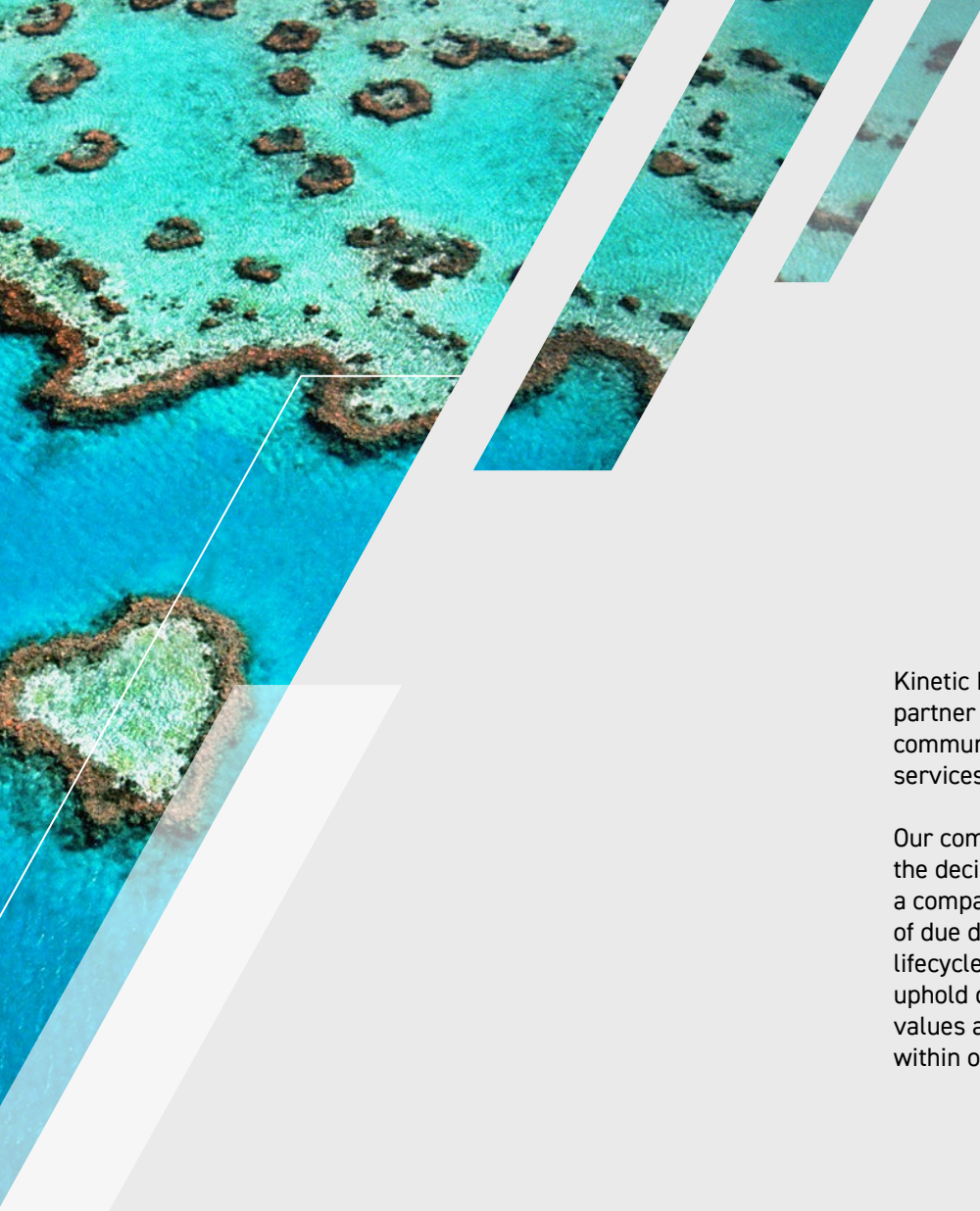
SUPPLIER SPEND BY COUNTRY



OUR SUPPLY CHAIN

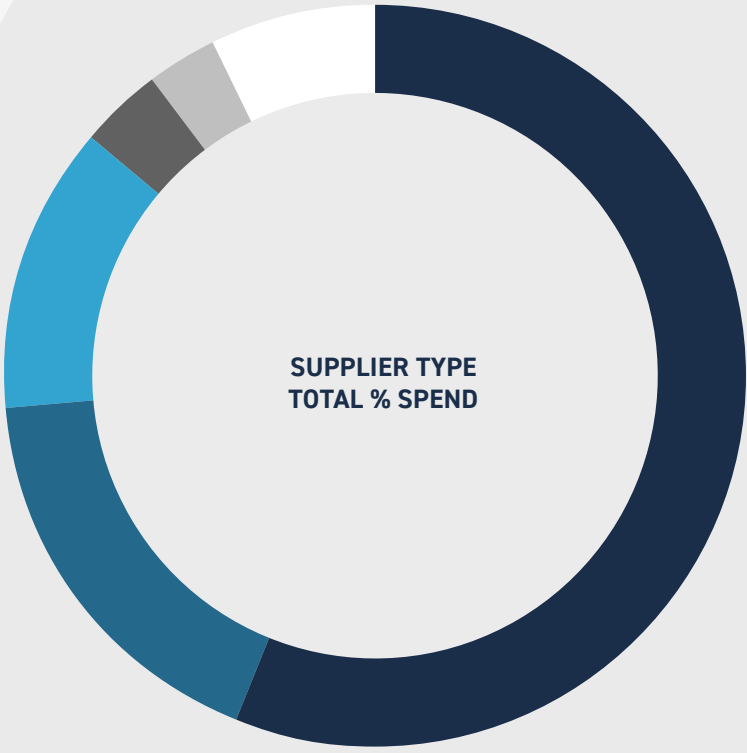
Kinetic IT's supply chain is comprised of approximately 500 suppliers (of which 347 were utilised during the 2023 reporting period), with 90% of procurement spend during 2023 financial year consolidated within 41 key suppliers that are predominantly large national organisations engaged in long-term contracts and strategic partnerships. Our company 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, insurance, and professional services.

Our company's purpose, values and policies guide the decisions we make and the actions we take as a company and as individuals. We adopt a series of due diligence activities across the procurement lifecycle to ensure we are engaging suppliers that uphold our corporate requirements, policies and values and do not pose a risk of modern slavery within our supply chain.



- **Partner & Subcontractor Services**  
56.31%
- **IT and Communication Services**  
17.49%
- **Property & Facilities Services**  
12.53%
- **Insurance**  
3.66%
- **Professional Services**  
2.84%
- **Other**  
7.17%

# IDENTIFYING AND ADDRESSING MODERN SLAVERY RISK

 Kinetic IT has assessed its modern slavery risk in its operations and supply chain as being “low”



## MODERN SLAVERY RISK IN OUR OPERATIONS

All of Kinetic IT's employees are employed in Australia with the majority employed by way of direct employment engagements on a permanent basis. By way of Kinetic IT's obligations to comply with industrial relations legislation and our internal policies and processes, Kinetic IT's workforce is highly protected against the risk of modern slavery practices, specifically:

- approximately 86% of Kinetic IT's direct costs are labour costs;
- most of Kinetic IT's employees are highly skilled professionals that are either citizens or permanent residents based in Australia with any off-shore recruitment being subject to right to work in Australia checks.
- all employment arrangements must be evidenced in writing
- approximately 75% of Kinetic IT's employees are embraced by Australia's modern award system;
- Kinetic IT rarely utilises short-term labour hire arrangements;
- we maintain highest standards of ethical behaviour and integrity by adhering to our code of Professional Ethics and requiring all of crew to complete training on harassment and diversity in the workplace.

The safety and wellbeing of our crew is Kinetic IT's number 1 priority and we encourage all of our crew to maintain a healthy work life balance.



Kinetic IT continues to monitor advisories in relation to modern slavery risk in our supply chain. During the reporting period Kinetic IT became aware of the risk of debt bondage in labour hire arrangements and, being mindful of this risk, amended our labour hire agency engagement instrument to contain an express prohibition on agency fees (where a worker is required to pay the agency an often excessive fee which the worker pays off over time) and confiscation of worker passports.



## MODERN SLAVERY RISK IN OUR SUPPLY CHAIN

Despite assessing the risk of modern slavery in our supply chain as low, Kinetic IT remains highly vigilant and attuned to potential risks. As part of our ongoing commitment, we have diligently conducted evaluations of our direct suppliers using the modern slavery supply chain risk assessment (SCRA) in alignment with previous reporting periods. Notably, 100% of our procurement activities in the past 12 months have incorporated this SCRA, and a total of 118 SCRA's were completed within the reporting period.

Additionally, as an extra layer of precaution, Kinetic IT conducts a six-monthly review of all suppliers to identify and remove inactive ones from our systems. This proactive approach ensures that any future engagements with these suppliers will trigger a fresh SCRA, providing an additional level of protection against any potential modern slavery risks.

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
<b>Geographic</b>	<p>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:</p> <ul style="list-style-type: none"> <li>• Are prone to corruption;</li> <li>• Are prone to conflict; and</li> <li>• Have weak laws.</li> </ul>	<p>Kinetic IT's SCRA Geographic Risk remains as 'Low' as the company does not procure any goods or services from countries identified as high risk in the Global Slavery Index. Just four suppliers were assessed as being in a medium risk country, which makes up only 0.03% of our total procurement for the period.</p>
<b>Sector &amp; Industry</b>	<p>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:</p> <ul style="list-style-type: none"> <li>• Industries and sectors that are informal and/or poorly regulated;</li> <li>• Industries and sectors with high instance of seasonal and/or low paidworkers;</li> <li>• Industries and sectors with a high instance of dangerous or hazardous work.</li> </ul>	<p>Kinetic IT's SCRA Sector &amp; Industry Risk remains as 'Low' due to the majority of Kinetic IT's suppliers operating in low-risk industries and sectors.</p>
<b>Product &amp; Services</b>	<p>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.</p>	<p>Kinetic IT 's SCRA Product &amp; Services Risk remains as 'Low' however it identified there is a degree of heightened risk in certain products and services procured by Kinetic IT, such as:</p> <ul style="list-style-type: none"> <li>• Kinetic IT procures electronic products including laptops, computers, and mobile phones. These items have a higher inherent risk of forced and/or child labour practices; may be manufactured from resources extracted in countries where forced labour and human trafficking is common; and where local law may not exist to protect vulnerable populations.</li> <li>• From time to time Kinetic IT engages with labour hire agencies to procure access to short term resources</li> <li>• Kinetic IT engages 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, receiving wages below the thresholds set under the Modern Awards.</li> </ul>
<b>Supply Chain</b>	<p>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.</p>	<ul style="list-style-type: none"> <li>• Due to the straightforward nature of Kinetic IT's supply chain, the SCRA Supply Chain Risk remains as 'low'</li> </ul>



Kinetic IT recognises the importance of working with existing suppliers, especially those with heightened risk in certain product and services such as cleaning and procurement of electronic products. Actions taken to reduce and mitigate any potential risks of modern slavery practices include conducting reviews and assessments of our suppliers through due diligence processes coupled with detailed reviews of suppliers' modern slavery statements registered with Australian Border Force.

Kinetic IT ensures that all new suppliers are assessed for modern slavery risk prior to engaging by requesting suppliers to complete a due diligence questionnaire and provide documentation for assessment of modern slavery risks. Where a supplier is identified as having a potential risk for modern slavery, Kinetic IT engages with the supplier to better understand the level of risk within their supply chain, and to agree a corrective action plan that addresses the identified risks with ongoing monitoring through to completion.

We require all Kinetic IT suppliers to implement processes that align with the Act. Specifically, we instruct our suppliers to identify and address risks of modern slavery within their organisation and that of their suppliers, and where modern slavery is identified, request actions are taken to address the risk. Kinetic IT's suppliers are then requested to notify us if they become aware of any potential or actual activity within their business that may contravene the Act.

Furthermore, Kinetic IT includes specific language in our supplier contracts to ensure suppliers comply with all applicable laws, regulations or standards including those in relation to conditions of employment, subcontracting and workplace health and safety.





Kinetic IT continues to focus on the modern slavery risk associated with cleaning services. We acknowledge that the use of migrant or low-skilled workers in cleaning services can lead to heightened vulnerabilities. Since our first modern slavery statement, Kinetic IT has proactively focused on our engagements with cleaning service providers to ensure responsible and ethical practices are upheld.

To manage risks, Kinetic IT has limited its partnerships to a select group of cleaning service providers that have demonstrated a strong commitment to eradicating modern slavery in their supply chains. Moreover, when cleaning services are procured indirectly through property management agents, we now require these agents to complete a modern slavery risk questionnaire as part of the procurement process.

Kinetic IT's SCRA now takes into account the [cleaning accountability framework](#) and strongly encourages our property management agencies to be certified against CAF (or other comparable schemes). During the reporting period Kinetic IT engaged with current suppliers providing direct or indirect cleaning services to ascertain their membership status in the CAF. With a 71% response rate, Kinetic IT is pleased that the majority of its cleaning suppliers are either accredited or working toward accreditation for CAF or other comparable schemes.

# KINETIC IT'S MODERN SLAVERY RISK MANAGEMENT JOURNEY

**DURING THE REPORTING PERIOD, ALONGSIDE CONTINUING WITH OUR SCRA, KINETIC IT HAS WORKED TOWARD PROVIDING GREATER AWARENESS OF MODERN SLAVERY TO OUR WORKFORCE**



## **THE JOURNEY SO FAR**

As outlined in our preceding modern slavery statement, Kinetic IT has devoted its first three years to assess and address direct modern slavery risks within our operations and supply chain. During this time, we also worked to integrate modern slavery risk assessment into our standard procurement activities. As we move forward, these two critical endeavors will continue to serve as the foundation of our modern slavery response.

The 2022/23 financial year marked a significant milestone for Kinetic IT as we introduced a third central pillar to our modern slavery response with the commencement of our modern slavery awareness training program. The program is described in more detail below and we believe this program will augment our existing efforts to combat modern slavery as well as providing our workforce with awareness to assist them in making ethical purchasing decisions in their day to day lives.

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

All of Kinetic IT's active suppliers have now been subject to an SCRA with our supplier onboarding process mandating that all new suppliers are subject to an SCRA. Kinetic IT has engaged collaboratively with suppliers that are assessed as being medium risk or above to obtain further assurances that the supplier is taking adequate steps to address the risk of modern slavery in its supply chain or operations.

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

## **NORMALISING MODERN SLAVERY RISK ASSESSMENT INTO OUR PROCUREMENT ACTIVITIES**

Kinetic IT's SCRA process is now routine in our procurement activities with systems and processes established to ensure all suppliers are vetted for modern slavery risk on a regular basis.



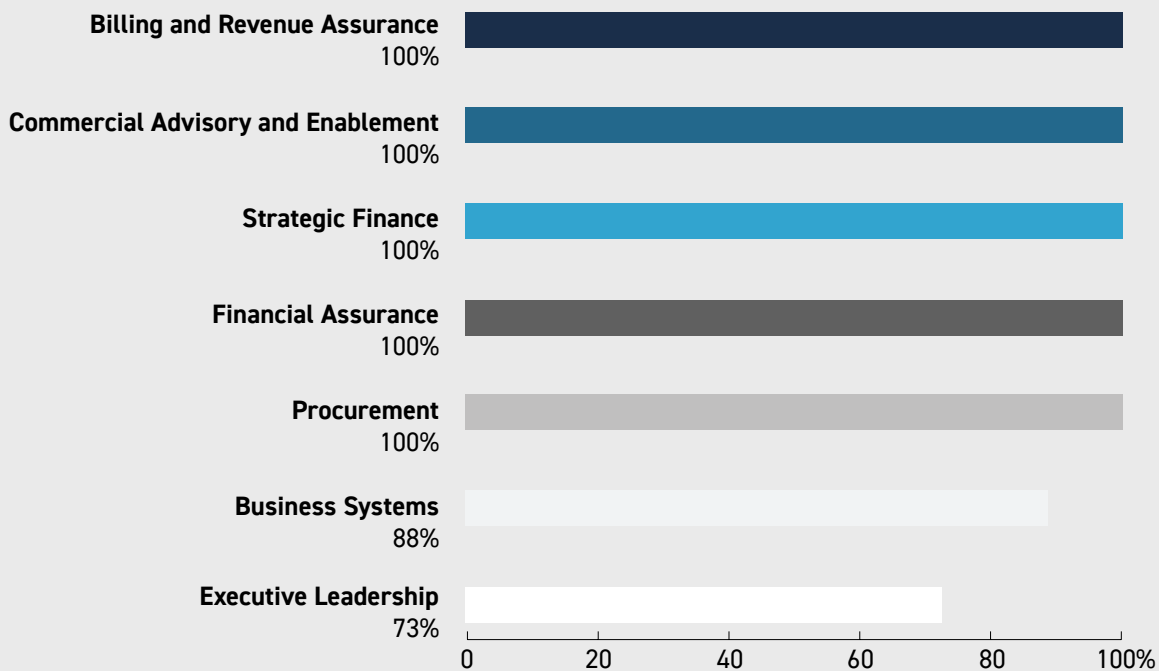


## MODERN SLAVERY AWARENESS TRAINING PROGRAM

As part of our previous modern slavery statement Kinetic IT committed to implementing a modern slavery awareness training program for our staff. Our training program will be rolled out in a series of phases over the coming years with phase one successfully implemented during the 2022/2023 financial year. The objectives of the program are set out as follows:

- Understanding what modern slavery is and the profound detriment suffered by vulnerable persons who are victims of modern slavery.
- Identification of risk categories associated with modern slavery including geographic, sector and industry and product and services related risks.
- Common “red flags” and indicia of modern slavery
- Familiarity with international and Australia's modern slavery legislation.

The phase one training cohort completed the program during the second half of 2022/2023. The diagram below sets out the percentage of each of the key phase 1 teams who have now completed the training program:








Phase two and three cohorts are targeted to complete the training in the 2023/24 financial year with the results included in Kinetic IT's subsequent modern slavery statement.



# 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
 <b>Quality</b>	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.
 <b>Whistleblower</b>	We are committed to fostering 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.
 <b>Diversity, Equity &amp; Inclusion</b>	Kinetic IT is committed to enabling an organisational culture and workplace that fosters diversity, equity and inclusion across all levels of our business. We aim to provide a workplace where every individual has equal opportunity to contribute and is valued for that contribution. We strive for 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 more than 23 nationalities represented across the business and increasing diversity of thought. Our commitment to diversity, equity and inclusion is outlined in our policy and our annual reporting to the Workplace Gender Equality Agency (WGEA).
 <b>Workplace Discrimination, Bullying &amp; Harassment</b>	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.
 <b>Environmental Sustainability</b>	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.
 <b>Gift and Hospitality</b>	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
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**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.



# MEASURING EFFECTIVENESS

Kinetic IT remains steadfast in evaluating the efficacy of its modern slavery risk management practices. Notably, during the reporting period, there were no modern slavery-related disclosures made to our Whistleblower hotline—we recognise that the absence of disclosures does not imply an absence of modern slavery in our supply chain and we continue to be vigilant in our efforts to address the risk of modern slavery.

The following table provides an overview of Kinetic IT's effort to address modern slavery in its operations and supply chain.



FOCUS AREA	ACTIVITY	SUMMARY OF OUTCOMES
 <p><b>Governance</b></p>	Reporting mechanism	Kinetic IT's procurement team report twice-yearly to Kinetic IT's Finance, Audit and Review committee on Modern Slavery Risk in our supply chain commencing from the 2023 financial year. 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.
	Development of key performance indicators (KPI's)	Kinetic IT has developed KPI's to assess the effectiveness of modern slavery risks management. Kinetic IT will commence reporting on these KPI's during the 2023/24 financial year.
	Development of Modern Slavery Awareness training module/Phase 1 rollout	Kinetic IT has developed a modern slavery awareness training module with a phased rollout approach to staff. Phase 1 was completed in the 2022/23 financial year with phases 2 and 3 to be completed in the 2023/24 financial year.
 <p><b>SCRA</b></p>	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 so as to trigger an additional SCRA to take into account the new goods or services.
	Inactive suppliers deleted from procurement system	Any inactive suppliers have been deleted from Kinetic IT's procurement system meaning that goods and services cannot be procured inadvertently from a supplier that has not undergone an SCRA. In the 2023 financial year 33 supplier registrations were deleted.
 <p><b>Legal Templates</b></p>	High and medium risk assessments	In the 2023 financial year Kinetic IT identified 5 suppliers in "medium" or above risk categories and issued questionnaires 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 2023/2024

While Kinetic IT currently assesses the risk of modern slavery in its operations and supply chain as being low we remain committed to continuously improving our processes and procedures with a focus on supplier selection, review, awareness to strengthen our modern slavery risk management efforts.

The following table provides an overview of Kinetic IT's key focus areas for 2023/2024:

FOCUS AREA	SUMMARY OF OUTCOMES
 <p><b>Governance</b></p>	<ul style="list-style-type: none"> <li>• Phases two and three rollout of modern slavery awareness training for our personnel.</li> <li>• Maintaining ongoing record management and analysis of key performance indicators to assess the effectiveness of our modern slavery risk management practices.</li> </ul>
 <p><b>SCRA</b></p>	<ul style="list-style-type: none"> <li>• Increased scrutiny of "indirect" engagements in high risk industry.</li> <li>• Ongoing SCRA and, where required, working in collaboration with our suppliers to develop action plans to address potential risks.</li> <li>• SCRA re-assessments of existing suppliers to ensure ongoing compliance and risk minimisation.</li> <li>• Further development of a comprehensive SCRA tool to facilitate the Procurement team's assessment of modern slavery risks in new or existing suppliers' supply chains. This tool ensures prompt identification and mitigation of any risks.</li> <li>• 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.</li> <li>• Re-assessing existing suppliers in response to changes in procurement requirements or the risk profile.</li> </ul>

Kinetic IT is committed to being a beacon of ethical standards within the IT industry and will continue to identify opportunities to consolidate our commitment to eradicating modern slavery from our supply chain and equipping our staff with awareness of modern slavery practices so that they can make informed decisions both in their work and personal life.



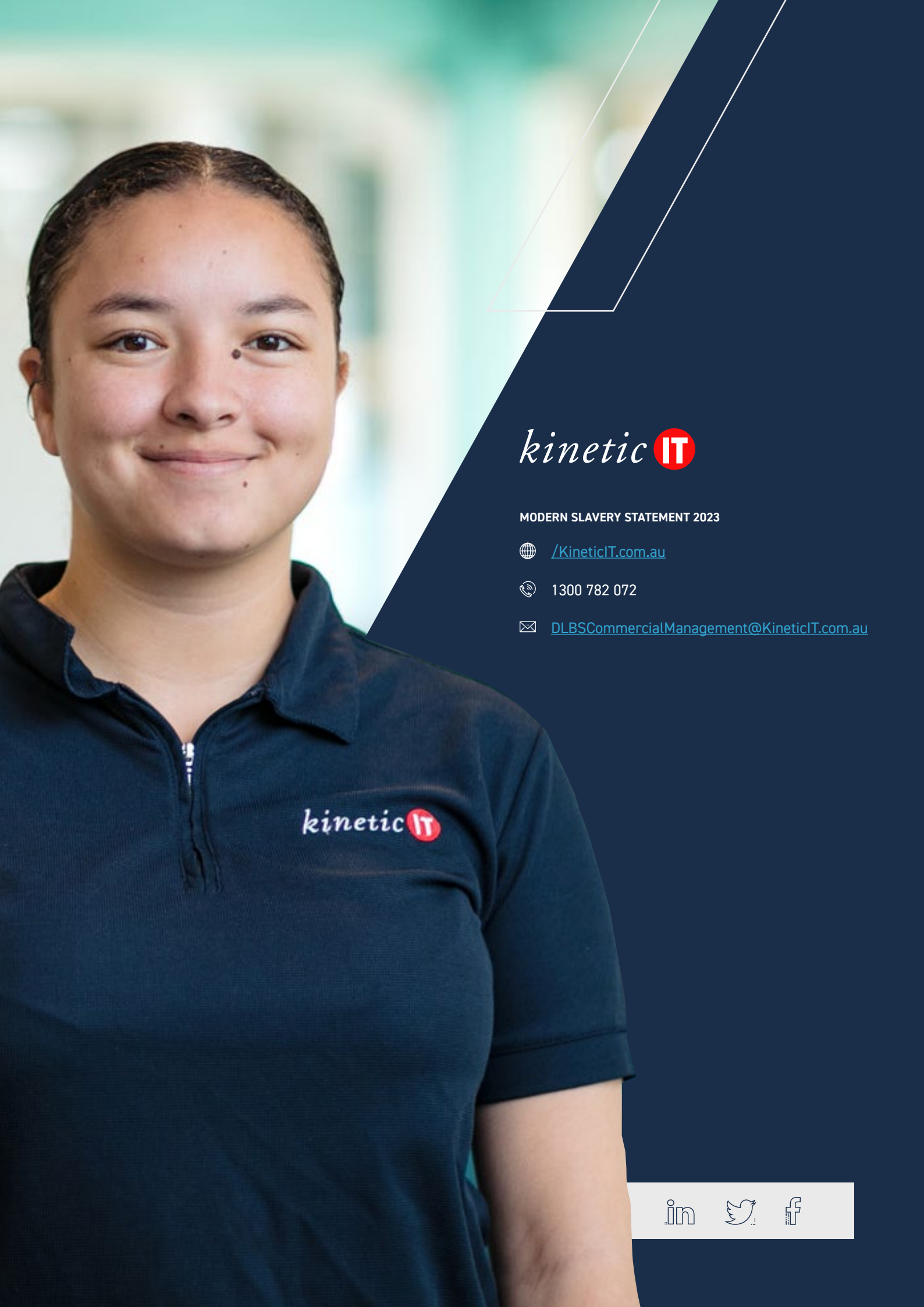


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# APPENDIX


How our statement addresses modern slavery mandatory criteria.


CRITERIA	PAGE NUMBER/REFERENCE
Identify the reporting entity.	<a href="#">Page 4, About this Statement</a>
Describe the reporting entity's structure, operations and supply chains.	<a href="#">Page 6, About Kinetic IT</a>
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	<a href="#">Page 16, Identifying and Addressing Modern Slavery Risk</a>
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.	<a href="#">Page 16, Identifying and Addressing Modern Slavery Risk</a>
Describe how the reporting entity assesses the effectiveness of these actions.	<a href="#">Page 24, Measuring Effectiveness and Areas of Focus for 2023/2024</a>
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.



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MODERN SLAVERY STATEMENT 2023

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