



F23 MODERN SLAVERY STATEMENT UNDER THE MODERN SLAVERY ACT 2015 (UK) AND MODERN SLAVERY ACT 2018 (AUS)

The Quantium Group, consisting of The Quantium Group Holdings Pty Limited and its subsidiaries (“Quantium”), is committed to operating its business lawfully and ethically and to only working with suppliers that are aligned to our values. We expect our suppliers to operate in accordance with all applicable modern slavery laws including those prohibiting human slavery and slavery like practices, human trafficking, and child labour.

The Modern Slavery Act 2015 (the “UK Act”) is an Act of the Parliament of the United Kingdom. It is designed to tackle slavery in the UK and consolidates previous offences relating to human trafficking and slavery. The Act also introduced a new corporate reporting obligation requiring companies that qualify to set out the steps they are taking to tackle modern slavery issues in their businesses and supply chains.

The Commonwealth Modern Slavery Act 2018 (the “AU Act”) came into force on 1 January 2019. The AU Act established a national modern slavery reporting requirement which applies to large businesses and other entities in the Australian market and supports the Australian business community to identify and address their modern slavery risks and maintain responsible and transparent supply chains. Entities which are required to comply with the Reporting Requirement must prepare annual Modern Slavery Statements.

These statements must set out the reporting entity’s actions to assess and address modern slavery risks in their global operations and supply chains. The Australian and UK Governments publish these statements through an online central register.

Quantium is issuing this Modern Slavery Statement to meet the criteria of the AU and UK Acts. This includes providing a description of Quantium’s organisational structure, business and supply chains, as well as an outline of the policies, staff training, due diligence mechanisms and risk management approaches we have in place related to human trafficking and slavery.

Organisational structure

Established in 2002, Quantium is an Australian founded, globally recognised leader in the development of data-driven insights and ideas.

Quantium is made up of the following entities, and consults with the entities listed below, to prepare this Modern Slavery Statement. These entities are wholly owned the Quantium parent company, other than where identified as “joint ventures”.

Australia (814 Employees):

- The Quantium Group Holdings Pty Limited
- Quantium Ventures Pty Limited
- The Quantium Group Pty Ltd
- Quantium Software Pty Ltd
- Market Blueprint Pty Limited
- Quantium Digital Pty Limited
- Quantium Health Holdings Pty Limited
- Quantium Health Pty Limited (joint venture)
- Health Outcomes Pty Limited

India (104 Employees)

- Quantium Analytics Private Limited

Hong Kong (0 employees)

- Quantum Hong Kong Limited
- Quantum Health HK Limited (joint venture)

New Zealand (10 Employees)

- Quantum Group New Zealand Pty Limited

South Africa (34 Employees)

- Quantum South Africa (Pty) Ltd
- Quantum Health SA (Pty) Limited (joint venture)

United Kingdom (54 Employees)

- Quantum Limited
- Quantum Health Limited (joint venture)

United States (32 Employees)

- Quantum Inc.

Quantum also has additional staff working for partner organisations, pursuant to secondment arrangements. This Modern Slavery Statement also applies to those employees.

Business activities

Quantum provides insights into the rapidly changing needs and preferences of consumers and generates ideas as to how brands can engage customers and create new and sustainable sources of competitive advantage. Using data, analytics, and technology, Quantum has enabled many of the world's most progressive businesses to capitalise on the value of their data by leveraging unique data assets, analytical skills, and software development capabilities.

The activities undertaken in the locations in which Quantum operates are summarised below:

- Auckland (NZ) - Sales & Consulting
- Brisbane (AU) - Sales & Consulting
- Canberra (AU) - Sales & Consulting
- Chicago (US) - Sales & Consulting
- Hyderabad (IN) - Operations Support, Product Development
- Johannesburg (ZA) - Product Development, Sales & Consulting
- Cape Town (ZA) - Product Development, Sales & Consulting
- London (UK) - Sales & Consulting
- Manchester (UK) - Sales & Consulting
- Melbourne (AU) - Operations Support, Sales & Consulting
- New York (US) - Sales & Consulting
- San Francisco (US) - Product Development, Sales & Consulting
- Sydney (AU) - Business and Technology Operations, Product Development, Sales & Consulting

Operations

Quantum employs at the highest levels of expertise across data, analytics and technology to both help organisations make the most out of their data and capitalise on a range of unique data sources. Analysis is always connected to tangible commercial outcomes, using sophisticated processes to profile and predict customer behaviour and response.

The majority of Quantum team members are employed directly and on permanent contracts. This lowers modern slavery risks within our direct team. Where team members are recruited via third parties it is only through trusted partners which have been subject to our supplier onboarding process. We do not employ,

either directly or via third parties, anyone in the high-risk industries identified in the [Global Slavery Index](#) (e.g., the fishing industry and cocoa agriculture). **Supply chain**

Quantium engages with, and relies upon, a select group of goods suppliers, while most suppliers to Quantium provide professional services or highly specialised software. Quantium initiates supplier engagements through a single entry point, assessing and categorising suppliers. This process forms a catalogue of assessed suppliers, which is periodically analysed to understand risk exposure and implement risk mitigation strategies. Utilising an ERP system, Quantium ensures traceability, accountability, and transparency of all procurement-related transactions. For the provision of critical components or services, engagement is limited to well established and reputable corporations.

As part of our risk management framework, we perform reviews prior to working with new suppliers through a central procurement function in Australia. These reviews involve prospective suppliers completing Quantium's New Supplier Engagement Questionnaire, with sections dedicated to the prospective supplier's approach to addressing modern slavery risks in their supply chains and operations.

Suppliers can be categorised in terms of the types of services/goods offered and the business unit(s) they support. Most supplier categories are listed below.

- Data partners
- Data centre provider
- IT infrastructure
- Software
- Cloud services
- IT Hardware
- Commercial real estate
- Office supplies and Office-related services (e.g., cleaning)
- Corporate merchandise (garments with Quantium's logo for Quantium's employees)
- Legal firms
- Marketing agencies
- Employee training and development
- Recruitment services

Quantium works proactively to reduce modern slavery within its supply chain and operations and expects all organisations it engages with to do the same. If a supplier identifies a situation, or material risk, of modern slavery in its supply chains or operations, they are expected to take effective steps to address this. They should also notify Quantium as soon as possible and, where required, the relevant authorities.

Due Diligence and Risk Management

Steps taken include:

- An assessment of potential modern slavery risks in our operations and supply chains, with an emphasis on high-risk geographical locations and industries.

It is important to highlight that due to the nature of Quantium's operations, it has a small number of supplier engagements for the acquisition of goods and services. The overwhelming majority of Quantium's supplier engagements are with highly specialised services such as consulting, specific software, and various professional services.

Quantium's Procurement team assesses completed supplier questionnaires and reviews relevant documentation provided in support of the prospective supplier's responses (e.g., policies, training materials, process diagrams). The assessment will have one of two possible outcomes:

- Supplier is onboarded:

Where the prospective supplier can demonstrate the operation of a framework to effectively address modern slavery risks in their supply chains and operations (as well as satisfactorily answering all other sections of the New Supplier Engagement Questionnaire), they are onboarded as a supplier to Quantum.

- Further consultation takes place between the prospective supplier and Quantum:

Where the prospective supplier cannot demonstrate the operation of a framework to effectively address modern slavery risks in their supply chains and operations (or hasn't satisfactorily answered all other sections of the New Supplier Engagement Questionnaire) Quantum's Procurement team will engage the prospective supplier to assist them in uplifting their approach to modern slavery risks (or any other relevant area of the Supplier Questionnaire). Where this engagement takes place, a subsequent review is conducted, and the prospective supplier is either onboarded (in the case the required uplift has demonstrably occurred) or rejected (in the case the required uplift has not demonstrably occurred). Where attempts to engage the prospective supplier are unsuccessful, the prospective supplier is rejected.

Outcomes of the review process and analysis of supporting documentation are recorded in a central database to assist in regular supplier reviews and to record Quantum's decision-making process transparently.

Steps to address any potential modern slavery risks identified

Our Quantum Risk Management Framework is based on the ISO 31000 (2018) Risk Management Standard and outlines our commitment to ongoing, integrated and consistent risk management across Quantum entities. Identifying, understanding and assessing our modern slavery risks allows us to reduce the likelihood of negative impacts, and make risk-informed choices with confidence.

Quantum has implemented a comprehensive risk identification framework to address modern slavery risks in its operations and supply chains. This includes an assessment of potential modern slavery risks, focusing on high-risk geographical locations and industries, and a review of relevant company policies and frameworks. For areas of highest risk, such as the procurement of corporate merchandise and cleaning suppliers, Quantum has implemented strict controls. These include a thorough assessment of currently engaged suppliers, a centralised point of entry for new supplier engagements, and strict traceability, accountability, and transparency of all procurement-related transactions. Quantum also maintains a catalogue of assessed suppliers, which is periodically analysed.

To check that all new supplier engagements are properly vetted, Quantum has a New Supplier Engagement review process. This process is overseen by the Procurement team, who must approve all new engagements before they can proceed.

The risks and controls related to Modern Slavery are reviewed, at a minimum, on an annual basis with the Quantum Risk & Audit Committee and Board.

A commitment to applying a continual improvement approach to reducing the risk of modern slavery practices within our supply chains and operations.

Quantum recognises that effective management of modern slavery risks requires frequent analysis and improvement of existing processes and frameworks. We are committed to consistently developing our ways of working to minimise modern slavery risk in our supply chains and operations.

A review of supplier contracts to ensure they contain terms that are consistent with modern slavery legislation.

Contractual arrangements with suppliers are reviewed to ensure they at all times require compliance with applicable Law (which includes Modern Slavery obligations) and, for suppliers identified as "high risk", Quantum will work with such suppliers by requesting evidence of compliance with Modern Slavery requirements prior to engagement.

Policies

Quantium has a Code of Conduct in place, which applies to all employees, directors, company officers and resources engaged via a third party. The Code of Conduct states that anyone conducting Quantum business is expected to adhere to and promote standards of professional behaviour that support an effective, ethical, collaborative and high-performance workplace and that it is everyone's responsibility to make Quantum the workplace we want it to be, by taking the right actions and by living our DNA. This includes complying with all applicable country laws, including those related to slavery and human trafficking.

Monitoring and Reporting

The Risk and Compliance team monitor concerns and complaints related to company policies and legal requirements, including those made in relation to the Act and Quantum's Modern Slavery Policy.

Assessing the effectiveness of our actions

Quantium is continually working to understand the effectiveness and impact of the initiatives in this Statement. Currently, Quantum tracks the performance through a combination of internal mechanisms and performs regular Supplier assessments to identify modern slavery related risks. The assessment results then feed into our overall Risk Management Framework. Aligned to Quantum's continual improvement approach, Quantum aims to ensure the ongoing effectiveness of our framework is measured, and appropriate action is taken in response to any identified deficiencies.

The Legal, Risk and Compliance team monitor concerns and complaints related to company policies and legal requirements, including those made in relation to the UK Act, the AUS Act and Quantum's Modern Slavery Policy.

F24 Plans

Quantium will continue to partner with its majority shareholder, Woolworths Group Limited, to continuously mitigate risks and improve its processes and controls related to Modern Slavery. In addition, Quantum will review and update the Modern Slavery Policy for currency in F24.



Adam Driussi,
Chief Executive Officer