

Agilyx Australia Modern Slavery Statement

This is a voluntary Modern Slavery Statement and has not been registered with Australian Border Force.

Overview

This Modern Slavery Statement reflects Agilyx 's commitment to ensuring to the best of our ability that there is no modern slavery in any part of our business operations. We are committed to acting ethically and with integrity in all business dealings and relationships and, where possible, to ensure modern slavery is not taking place in neither our own business nor in our supply chain.

This Modern Slavery Statement is issued by Agilyx Pty Limited ABN: 23 091 232 156.

This document covers both Agilyx Pty Limited and its Asia-Pacific subsidiaries and operations, including

- Agilyx NZ Limited (New Zealand)
- Agilyx Pte Limited (Singapore)
- Agilyx Sdn Bhd (Malaysia).

Collectively, these entities are referred to in this Statement as either *Agilyx APAC* or *we/our*.

Definition

Modern slavery is an umbrella term used to describe the exploitation of individuals or groups of people for personal or commercial gain, often by businesses or individuals acting on behalf of businesses. Exploitation can occur through coercion, threats or ,deception, either explicit or implicit, and results in the undermining or removal of victims' rights and freedoms.

The *Modern Slavery Act 2018 (Cth)* (the Act) defines modern slavery as including eight types of serious exploitation:

- trafficking in persons
- slavery
- servitude
- forced labour
- forced marriage
- debt bondage
- the worst forms of child labour
- deceptive recruitment for labour or services.

The worst forms of child labour means extreme forms of child labour that involve the serious exploitation of children, including through enslavement or exposure to dangerous work.

Under Australian law, modern slavery is defined in the Act. In the event of any inconsistency, the definitions in the Act take precedence over this policy.

Reporting Entity

This Modern Slavery Statement is issued by Agilyx Pty Limited ABN: 23 091 232 156.

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Business Structure, operations, and supply chains

Agilyx Pty Limited is the global headquarters of the Agilyx Group of companies and wholly owns or controls all subsidiaries or operations within the Asia-Pacific region. Local management in each region must comply with Agilyx Group corporate policies regarding Modern Slavery, among other compliance requirements. Agilyx Pty Limited is a proprietary limited company with Australian shareholders who are the directors of the company.

Agilyx APAC sells, implements, maintains, cloud hosts, and supports enterprise resource planning (ERP), human resources (HR) and training, payroll, financial planning & analysis (FP&A), and customer relationship management (CRM) software for medium-to-large business and government customers.

Agilyx APAC's supply chain is primarily made up of

- global software vendors
- global IT Infrastructure providers
- global IT hardware providers
- professional services independent contractors.

As Agilyx APAC supports its workforce to "work from anywhere", some members of the workforce are engaged as contractors in Asia-Pacific countries where Agilyx APAC does not have an office.

Modern slavery risks

We assess the risk of modern slavery taking place in our business by identifying and managing any areas of concern within our business operations and with external suppliers. As an Australian-owned and -controlled organisation with a high standard of compliance and with our directors and shareholders working directly in the business, there is no risk of modern slavery occurring within our direct business operations.

However, we recognise we could be indirectly exposed to the risk of modern slavery through our supply chains. We assess the risk of modern slavery in our supply chain as very low due to the

- nature of our industry
- fact that we do not use business process outsourcing providers
- controls we have in place regarding contractors
- makeup of our vendors.

We are aware that there is risk in engaging contractors as part of our workforce in Asia-Pacific countries where managers are not physically present. We have controls in place to mitigate this risk, as outlined below.

Actions taken

We have taken the following steps to prevent modern slavery in our supply chain:

1. We have reviewed our supply chain spend and have verified that our five largest vendors have modern slavery statements or other policies outlining their commitment to preventing modern slavery.
2. When engaging independent contractors located in a country where Agilyx Group does not have a senior management presence, we:
 - verify the contractor's identity
 - use a reputable recruiter or our own internal talent acquisition team to find contractors
 - pay any recruitment fees to the recruiter directly, and verify with a hired contractor that they didn't pay any recruitment fees
 - pay the contractor directly to their named bank account and never through an intermediary or other party
 - monitor our contractor's wellbeing through continuous employee sentiment surveys
 - treat contractors as part of the Agilyx community and encourage people to raise concerns with our human resources team if a contractor appears to be stressed or unwell.
3. All employees and contractors are required to take Agilyx Group's Global Compliance training annually, which includes information on identifying and preventing modern slavery.

In 2023 we will:

- Review the largest 20 vendors for modern slavery compliance.
- Include modern slavery declarations as part of contractor onboarding, including how to seek assistance if it's needed.
- Review registering our voluntary Modern Slavery Statement with the Australian Border Force.

Assessing our performance

We assess our performance under this policy using the following key performance indicators:

- how many Modern Slavery complaints or concerns raised to us
- the number of vendors we have reviewed and hold documentation on file for
- the percentage of contractor identification and banking information we have verified.

The Vice President, Asia-Pacific and Operations, is required to report on Agilyx APAC's performance under this policy to the Board.

Group consultation

The Boards of Directors of Agilyx APAC were consulted regarding this statement, along with Agilyx APAC's human resources (People & Culture) and finance divisions, which are shared services across the Asia-Pacific region.

Reporting non-compliance

Suspected or actual non-compliance with this Modern Slavery statement and applicable legislation can be reported in the following ways:

For an Agilyx Contractor or employee:

- through your line manager
- to Agilyx People & Culture (jessica.pritchard@agilyxgroup.com)
- to Matthew Pritchard, Vice President, Asia-Pacific and Operations, (matthew.pritchard@agilyxgroup.com).

Regarding an Agilyx vendor or customer, email:

- legal@agilyxgroup.com
- Matthew Pritchard, Vice President, Asia-Pacific and Operations (matthew.pritchard@agilyxgroup.com).

Authorisation

This statement is authorised by John Catarinich, Chief Executive Officer, on behalf of the Board of Directors of Agilyx Pty Limited.