



Hardcat Group of Companies Modern Slavery Statement

Zero-tolerance approach to slavery and human trafficking

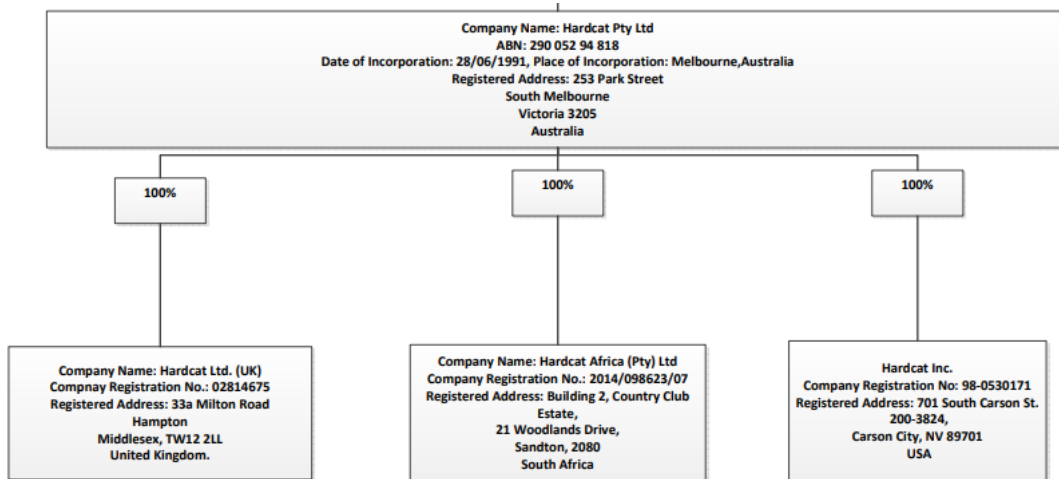
V1.0 14 February, 2022



Introduction

This statement is made pursuant to the Australian Modern Slavery Act 2018 and constitutes the Hardcat Group of Companies slavery and human trafficking statement.

The Hardcat Group is made up of Parent company Hardcat Pty Ltd located and registered in Australia and it fully owned subsidiaries as per our structure:



Our Business Supply Chains

Hardcat Pty Ltd is a global provider of software and consultancy services across a broad range of markets. Further information on Hardcat Pty Ltd's business can be found at <https://www.hardcat.com/>. All of Hardcat Pty Ltd's employees are based in Australia, UK, and Africa.

Our supply chain consists of product/equipment suppliers. The majority of these suppliers are based in the Australia, UK, North America, and other low risk countries.

Our Policies and Procedures

Hardcat Pty Ltd has a zero-tolerance approach to slavery and human trafficking of any kind within our businesses and supply chains. Our internal policies and company culture reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective system and controls to ensure slavery and human trafficking is not taking place. These include:

Governance structure:

We are committed to the highest principles of personal and professional conduct which includes a zero-tolerance approach to modern slavery. Hardcat Group is led by our CEO and Chairman of the board which is the main governance body. The board is responsible for ensuring that there is a satisfactory process in place for managing strategic, risk management, ethical and corporate social responsibility issues including modern slavery.

Whistleblowing:

Our whistleblowing policy applies to everyone working within Hardcat Pty Ltd including employee, contractors and other third parties acting on behalf of Hardcat Pty Ltd. This policy provides a mechanism for the reporting of concerns about suspected wrongdoing or dangers at work, including modern slavery and human trafficking violations, without fear of reprisals and it forms part of Hardcat's mandatory training for all employees.

Recruitment and Employment Practices:

- Our recruitment procedures include mandatory documentation checks to ensure that all employees are over 16 and eligible to work in Australia, UK, and South Africa as appropriate.
- As part of our recruitment policies and procedures, we mainly recruit internally and when required we only use reputable recruitment firms and comply with all relevant local laws and regulations.
- We review market related pay and rewards bi-annually.
- We implement initiatives to support our personnel's physical and mental wellbeing and stress. This includes flexible work arrangements and employee assistance programmes that provide work/life support services.

We are committed to fair employment practices in relation to our own people.

Approved Suppliers:

We operate approved supplier lists for all product/equipment suppliers. All approved suppliers are subject to due diligence checks and regular reviews.