



# Modern Slavery Statement

Prepared by Altis Consulting

# 1 Introduction

This statement constitutes our Company's slavery and human trafficking statement. This statement relates to the Australian Modern Slavery Act 2018 and the UK Modern Slavery Act 2015 covering our Australian, New Zealand and United Kingdom operations.

## 1.1 Who We Are and How We Do Business

We are a signatory participant of the UN Global Compact, which is focused on ending extreme poverty, fighting inequality, and tackling climate change.

We are a Data and Analytics consultancy with offices in Australia and New Zealand that provides an inclusive and diverse working environment where our people, working together create the strength of our organisation.

## 2 Our Modern Slavery Commitment

We endorse the principles contained in the United Nations' ("UN") Universal Declaration of Human Rights and in the International Labour Organization's ("ILO") core conventions on labour standards. We are committed to respecting human rights and core labour principles in our business operations, and we approach and undertake this commitment seriously.

### 2.1 This includes

- ensuring supply of goods and consulting services under safe and healthy conditions in line with international labour standards (or local standards, if higher)
- ensuring employees are employed in line with the legislation of the country in which they reside, are legally authorised to work, are above the minimum labour age (child labour is strictly prohibited), are voluntarily employed, are paid a wage reflecting hours worked and adequate pay rates and allowed leave at or above the legal minimum, and are not exploited.

We do not tolerate any type of forced or compulsory labour, human trafficking, or slavery within our supply chain or operations. We are committed to preventing slavery and human trafficking in all our corporate activities.

### 2.2 Our Supply Chain

We have a relatively small supply chain which includes the purchase of products and services needed for the businesses day-to-day operations including office supplies, employment and training of staff, external legal advice, leasing of office space, IT infrastructure and support services and travel.

Our supply chain is relatively low risk, however, we acknowledge that the possibility exists and as such we ask and expect our suppliers to provide their commitment to the Modern Slavery Act, human rights and fair labour within their businesses and their suppliers.

### 2.3 Employee Code of Conduct

The Altis Code of Conduct and Ethics is the blueprint by which directors, management, employees, and contractors of Altis are always expected to conduct themselves. All Company business is to be conducted with the highest standard of integrity and in compliance with all applicable laws and regulations.

## 2.4 Minimising Risk

Altis' Operations and Human Resource departments have policies in place to train our employees in awareness of Modern Slavery and have a process of requiring our suppliers to acknowledge their commitment to the same, within their own businesses and supply chains.

Any supplier considered to be "High Risk" will be notified and given an opportunity to address the risks before Altis looks at using an alternative supplier.

## 2.5 Reporting

Altis encourages employees, clients, and other business partners to report any concerns they have in our own activities or within our supply chains, relating to modern slavery or human trafficking.

Our Modern Slavery Procedure outlines the steps for reporting any of these concerns.

## 2.6 Approval

This statement has been approved by the organisation's CEO and Executive committee who will review and update it annually. The Board of Directors approved this Statement on Oct 2020.

## 2.7 CEO



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John Hoffman  
CEO