



**SALTT
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DATA PROTECTION

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Voluntary Statement Against Modern Slavery 2022

Version 1.0 – 10 August 2022

SalTT Technologies

<https://saltt.tech/>

ACN: 660 169 808

This voluntary statement covers the activities of Saltt Technologies Pty Ltd (ABN 32 660 169 808) (Saltt Tech) to understand and implement actions to minimise the risk of modern slavery and human trafficking in our operations and supply chain.

INTRODUCTION

This is the first Modern Slavery Statement (Statement) for Saltt Tech, as informed by the Modern Slavery Act 2018 (Cth) (Act).

The purpose of this Statement is to outline our approach to ensuring that Saltt Tech has robust frameworks and processes in place to minimise the risk of modern slavery in our business operations and supply chain.

While Saltt Tech is not required to prepare a mandatory statement in accordance with the Act, as it does not currently meet the \$100m income threshold, Saltt Tech believes that it is appropriate for it to be pro-active in the management of its modern slavery risks and obligations.

The decision to prepare this voluntary statement is also consistent with our organisational values of:

- *Collaboration - We treat all people, and other organisations, with humility and compassion and value the knowledge they share with us.*
- *Integrity - Honesty and transparency are the guiding principles for all our work. We are authentic and open about why, when and how we engage with others.*

OUR BUSINESS

Saltt Tech is an Australian private company, incorporated and domiciled in Australia under the Corporations Act 2001 (Cth). The members of Saltt Tech are the Commonwealth of Australia and each Australian State and Territory.

For more information about our business, please refer to our website www.saltt.tech.

Respect for human rights is fundamental to our values and the long-term stability of our business, and to the wellbeing of the communities in which we operate. At Saltt Tech, this means doing business in a way that acknowledges and respects the rights of our people, community and service providers to be free from practices of modern slavery, including forced labour, human trafficking and child labour.

Saltt Tech is committed to complying with the labour rights standards, legislation and statutory requirements in Australia. Further, Saltt Tech is committed to acting ethically and with integrity in all business dealings, and to ensuring its service providers and suppliers comply with the labour rights standards, legislation and statutory requirements in the countries in which they operate.

OUR OPERATIONS AND SUPPLY CHAIN

Our key operations and the associated supply chains are as follows:

Area	Main operations	Supply chain
Corporate functions	<ul style="list-style-type: none"> • Finance • Information Technology • Human Resources • Risk Management • Commercial - Procurement, Legal and Privacy • Marketing • Digital Product and Experience • Fundraising and philanthropy – Community, Corporate Partnerships 	<ul style="list-style-type: none"> • Vendor Partners • Technology (hardware, software and cloud services). • Professional services consultants who provide a service directly to Saltt Tech. • Office consumables • Promotional merchandise

OUR APPROACH

Saltt Tech has zero tolerance for any form of slavery-like practices.

We have established the following governance process to provide the Board oversight of the implementation phase as we embed requirements into Saltt Tech’s existing corporate governance processes:

- *Modern slavery has been identified as specific risk within Saltt Tech’s Risk Management Framework and therefore will be assessed regularly as part of the ongoing review of Saltt Tech’s business risks; and*
- *Reports will be made annually to Saltt Tech’s Risk Committee on compliance against this Statement.*

OUR POLICIES AND PROCEDURES

We have formal policies already in place that are intended to promote ethical and legally compliant business conduct. Our policies contribute to our commitment to prevent violations of human rights such as modern forms of slavery in our business including our Code of Conduct, Whistle-blower Policy and Procurement Policy.

We have procurement and legal processes in place to minimise the risk of modern slavery in our operations and supply chain.

POTENTIAL RISKS IN OUR OPERATIONS AND SUPPLY CHAINS

In 2022, we commenced a review of potential risks of modern slavery practices across our operations and supply chains.

During the assessment process, we have considered/are considering risks that may possibly cause, contribute and/or be directly linked to modern slavery practices. We are also taking into consideration other risk factors such as the sector, industry, types of products and services, geographic locations and business models.

SalTT Tech has been able to identify areas with no or low risk, for example, in any operational activities that are directly undertaken by SalTT Tech employees and covered by our internal processes. An initial assessment of SalTT Tech's main risks in relation to Modern Slavery relate to the procurement of IT equipment, and merchandise.

ADDRESSING THE RISK OF MODERN SLAVERY PRACTICES

We are incorporating our approach to address the various risks of modern slavery practices in our corporate governance processes e.g. procurement and risk management. This will ensure that our organisation has robust and effective processes that are firmly embedded in how we do business.

SalTT Tech's template service agreements and purchase order terms and conditions have already been amended to help ensure that our service providers are meeting their modern slavery obligations.

FUTURE COMMITMENTS:

Over the next year, our key focus areas will be:

- *Finalising the assessment of our modern slavery supply chain risks;*
- *Incorporating requirements into existing assurance processes.*

This Statement was approved by Saltt Tech's Board of Directors on 10 August 2022.

A handwritten signature in black ink, appearing to read "Adrian Noblett".

Adrian Noblett (Director)