



**SALTT
TECH**

SALTT TECHNOLOGIES

Defending the Digital Future

**Voluntary Statement
Against Modern Slavery
2025**

Version 1.1 – 1 April 2025
SALTT Technologies Pty Ltd
<https://www.saltt.tech/>
ACN: 660 169 808

VOLUNTARY STATEMENT AGAINST MODERN SLAVERY

SALTT Technologies Pty Ltd (ABN 32 660 169 808)

1. Introduction

SALTT Technologies Pty Ltd (“SALTT Technologies”, “SALTT Tech”, “we”, “us” or “our”) is committed to upholding human rights and conducting business in an ethical and responsible manner. This voluntary statement outlines the steps SALTT Technologies has taken and is taking to identify, address, and minimise the risk of modern slavery and human trafficking within our operations and supply chain.

Although not currently required under the Australian Modern Slavery Act 2018 (Cth), SALTT Technologies has chosen to make this voluntary statement in alignment with our values and commitment to ethical business practices.

2. Our Organisation

SALTT Technologies is an Australian-owned cybersecurity company dedicated to defending the digital future. Our vision is to create safer digital societies through the application of world-class cybersecurity solutions and by empowering individuals and communities. Our core values—Secure, Adaptable, Leadership, Trusted, and Teamwork—guide everything we do.

We specialise in helping organisations navigate the complexities of cloud security, offering strategic solutions that address emerging threats in today’s fast-paced IT environments. In parallel, we pursue a social mission to uplift underserved communities by offering pro bono educational programs that build digital skills and create pathways to cybersecurity careers.

3. Our Supply Chain

SALTT Technologies operates primarily within Australia and works with a range of local and global suppliers to support our technology infrastructure, software licensing, hardware procurement, and professional services. Our supply chain includes:

- *Cloud service providers*
- *IT hardware and software vendors*
- *Professional service consultants*
- *Educational partners and training service providers*
- *Facilities and office management services*

We recognise that the risk of modern slavery can exist in complex and global supply chains, particularly in the sourcing of IT hardware, electronics, and services delivered in jurisdictions with weaker labour protections.

4. Risk Assessment and Management

As part of our commitment to ethical business conduct, SALT Technologies has undertaken a preliminary review of its operations and supply chain to assess potential exposure to modern slavery risks.

Key risk areas identified include:

- *The manufacturing and sourcing of IT equipment from high-risk regions*
- *Subcontracting arrangements in professional services and facilities management*
- *Third-party suppliers without formal modern slavery policies*

To address these risks, we have:

- *Initiated a supplier due diligence program with an emphasis on ethical sourcing*
- *Integrated human rights criteria into our procurement processes*
- *Prioritised working with vendors and partners who demonstrate transparency and compliance with modern slavery legislation*

5. Actions and Commitments

SALT Technologies is committed to continuous improvement in our practices. To that end, we are undertaking or planning the following actions:

- **Supplier Engagement:** *Communicating our stance on modern slavery to all suppliers and requesting disclosure of their own anti-slavery practices.*
- **Policy Development:** *Implementing a formal Modern Slavery and Ethical Sourcing Policy in FY2025.*
- **Employee Training:** *Raising awareness among staff and leadership teams about identifying and addressing modern slavery risks.*
- **Community Contribution:** *Continuing our work with Not-for-Profit organisations to provide digital and cybersecurity education to underserved communities, addressing social inequality that can contribute to exploitative practices.*

6. Monitoring and Future Outlook

SALT Technologies recognises that combating modern slavery requires ongoing vigilance and adaptive strategies. We are committed to enhancing our frameworks, increasing transparency, and collaborating with our partners to uphold ethical standards.

In future reporting periods, we aim to:

- *Expand our risk assessment tools*
- *Enhance supplier audit capabilities*
- *Establish clearer metrics for evaluating impact*

7. Approval and Endorsement

This voluntary statement has been approved by the Directors of SALTT Technologies Pty Ltd and is signed as a reflection of our shared commitment to ethical business and the global fight against modern slavery.

Signed,

A handwritten signature in black ink, consisting of a large, stylized 'A' followed by a long, sweeping horizontal stroke.

Adrian Noblett

Director

SALTT Technologies Pty Ltd

Date: 1 April 2025

A handwritten signature in black ink, featuring a stylized 'M' followed by a horizontal stroke.

Malcolm Salameh

Director

SALTT Technologies Pty Ltd

Date: 1 April 2025