

ASG

AN NRI COMPANY

MODERN DAY SLAVERY STATEMENT 2019



INTRODUCTION

AT ASG GROUP LTD (ASG), WE SUPPORT A UNIFIED APPROACH TO ADDRESSING MODERN DAY SLAVERY.

This statement sets out ASG's commitment to tackling and eradicating modern day slavery from our supply chains and ensuring our policies and procedures protect the rights of all employees and those companies to whom we provide services to.

This statement is for ASG Group Limited (the ultimate parent company) and SMS Consulting Group Ltd, SMS Management & Technology Limited, SMS Management & Technology, SMS Employees Pty Ltd, ASG Limited, Capiotech Pty Ltd, M&T Resources Pty Ltd and 1ICT Pty Ltd.

OUR BUSINESS, STRUCTURE AND SUPPLY CHAIN

BACKGROUND

Born and bred in Australia, for over two decades, ASG has been providing businesses with innovative, high quality, and cost-effective services.

Complementing strong organic growth, ASG has made several strategic acquisitions and has developed a reputation as a leading provider of consulting, professional and managed services. In 2003, ASG entered the next phase of growth, listing on the Australian Stock Exchange.

In September 2016, ASG was acquired by Nomura Research Institute, a Japanese-based consulting and IT solutions group listed on the Tokyo Stock Exchange. With over 11,000 staff across the world, NRI's financial firepower, broad consulting capabilities and global footprint strengthening ASG's client proposition. For more information on NRI, visit [the NRI website](#) and view their [corporate video](#).

Following the NRI acquisition, ASG acquired SMS Management and Technology in September 2017, and 1ICT in November 2019.

OUR BUSINESS

Today, we offer our customers a genuine alternative in the IT Services landscape through our ability to provide a complete Digital Transformation service.

How do we do this? We work with the industry experts to gain the broadest possible market and industry view. We then take a design lead approach to strategy in line with the business's goals. We build and implement using the latest technology and products, and we ensure relevance by providing ongoing management and optimisation. Please refer to [our website](#) for more information regarding our capabilities and what we do.

ASG's board of directors are made up of highly skilled and experienced leaders who act within the best interests of our organisation to ensure long term growth and sustainability. Our leadership team comprises of talented industry experts who strategically guide our business within the best interests of our clients and employees. More information on our board of directors and our leadership team can be found [here on our website](#).

ASG operates in 9 locations across Australia, the Philippines and Hong Kong.

WE PROVIDE ON THE GROUND,
LOCAL TECHNICAL SUPPORT FOR OUR
CLIENTS RIGHT ACROSS AUSTRALIA

290 ENTERPRISE CLIENTS
ACROSS ALL 10 OF OUR
CAPABILITY PRACTICES

23 YEARS IN BUSINESS

STATE OF THE ART NATIONAL OPERATIONS CENTRE ADELAIDE



- ISO 9001 Quality Management System
- ISO 14001 Environmental Management System
- ISO/IEC 20000-1 Service Management System
- ISO 27001 Information Security

2000+ Staff nationally

>\$500M Revenue

20+ Years of service excellence



OUR SUPPLY CHAIN

The procurement process provides detailed governance and templates which are to be used to ensure the desired procurement outcome is achieved when servicing both internal and external purchasing requests. It also provides details relating to the purchasing of new infrastructure hardware, software and licenses – the renewal of hardware and software support licenses and user application licenses – the handover/transition of hardware, software and licenses that relate to ongoing project support commitments. These processes are also ideally positioned for compliance, induction and education within ASG.

Procurement for ASG is managed nationally through the Business Management Office (BMO) where all procurement requests for ASG and all client accounts are sent. ASG engages with suppliers through our procurement team for all services or products from ASG's existing partners.

Some of the BMO deliverables that may be relevant to purchasing are Commercial Contract Management, Purchasing Strategy, Bid Registration, Vendor Grading, Product Selection, Supplier/Vendor, Certification or Accreditation or Competency Development.

Our existing partners could be long-standing suppliers whose products and services were used as solutions with our clients or whose products and services we utilise internally within ASG.

Some of our existing suppliers do have clauses in their contracts, which addresses some aspects of modern-day slavery requirements. The percentage of this is unknown without conducting due diligence with our existing suppliers. An assessment will be carried out to determine which suppliers are compliant and those who are non-compliant, we will work with them to ensure they meet the standards needed. When new suppliers are on-boarded the "supplier onboarding questionnaire" will be amended to address the requirements.

OUR POLICIES AND GOVERNANCE

ASG BOARD OF DIRECTORS ARE THE PRIMARY GOVERNANCE BODY AND HAS THE OVERALL RESPONSIBILITY FOR ENSURING THAT THERE IS A SOUND SYSTEM OF RISK MANAGEMENT, INTERNAL COMPLIANCE AND CONTROL ACROSS THE BUSINESS.

The board has the responsibility for establishing policies and the risk appetite of the company and ensuring that these are implemented. The board delegates this responsibility to the leadership and management teams within ASG.

With regards to modern day slavery and our employees, we will need to determine what the best approach will be to create awareness of the signs of modern-day slavery for our employees.

OUR CODE OF CONDUCT AND POLICY FRAMEWORK

ASG's Code of Conduct and Policy Framework set the behavioural standards for ASG employees, board members contractors and consultants. The code of conduct and policy framework helps set a consistent global approach for all ASG employees. Policies and Procedures are reviewed every year to ensure they align and comply with all the relevant regulatory requirements.

At ASG, we have several policies and procedures which support a zero-tolerance approach to modern day slavery in our business. We see ourselves as being modern day advocates in our industry and understand the role we play in setting an example. While the globalisation of supply chains and opportunities created in the workforce for women have increased, women remain at risk of human rights abuses. At ASG, we were proud to release a domestic violence policy in support of women in our organisation.

We strongly encourage and support diversity across all levels of our business to improve business performance, encourage innovation, attract and retain the best talent and provide excellent customer outcomes. Our Diversity Policy sets out our fundamental principles and diversity initiatives across the organisation.

We have a recruitment policy to ensure all recruitment decisions are in line with our values and are consistently and fairly applied.

All staff members are responsible for being aware of the policies whether they are ethical, legal or policy and need to ensure they apply it to their jobs. Our Managers and Executives are responsible for creating and promoting environments in which we comply and ensure ethical business is conducted. All of our policies and procedures can be found internally on our intranet via the Business Management System are communicated to all employees.




OUR POLICIES AND GOVERNANCE

We do our utmost to act with integrity, honesty, trust, respect and fairness. If employees are aware of any violation of the law or company rules, we encourage employees to contact NRI's Global Whistleblowing hotline immediately. The helpline is managed by an independent law firm and all reports made are anonymous and treated in the strictest of confidence. We are committed to ensuring that our employees can raise concerns without fear of retaliation or negative consequences.

ASG is committed to transparency, corporate governance and accountability. We uphold our responsibility as being environmentally friendly as well. We view this as essential for the long-term performance and sustainability of our company. We are currently certified to the latest version of the standard ISO14001:2015, which demonstrates our commitment to being environmentally responsible by preventing pollution, reducing waste and use of energy and resources. Where possible we reduce, re-use and recycling materials.



TRAINING



Training is an integral part of our compliance framework. It ensures that all employees are aware of their responsibilities. All new employees are required to complete an online induction course. During the onboarding and induction of new employees' aspects covered are of our values, code of conduct, key policies, health and safety, discrimination, bullying and harassment. All employees and contractors are required to complete refresher training every two years.

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LOOKING AHEAD

**WE RECOGNISE THAT TACKLING MODERN DAY SLAVERY
WILL REQUIRE COMMITMENT FROM EVERYONE AT ASG.
OVER THE NEXT YEAR WE WILL LOOK TO FOCUS ON:**

NEXT STEPS

- We will review our current supplier and procurement onboarding questionnaire to ensure new suppliers meet the standards required.
- We will conduct a review with our existing suppliers to determine what percentage comply with our requirements into modern day slavery.
- ASG will develop a statement/agreement with our current suppliers to ensure they abide by the requirements.

INITIATIVES

- Evaluating ASG's gender-based pay equity annually and rectifying any pay gaps.
- We are developing policies to support employees in their work, life and family responsibilities, including generous, flexible work, and working from home policies.
- The recent launch of a Domestic & Family Violence Policy, supporting affected employees to remain active and engaged in the workforce, including two additional days paid leave and flexible working arrangements.
- Sponsoring Grad Girls and Victoria ICT for Women, supporting graduate girls to pursue careers in ICT.
- Developing diversity across our partner network through partnering with Indigenous organisations including partner Nallawilli, a first nation company, who provide telephone and collaboration services.
- We are promoting diversity in training programs.
- Partnership with Vision Australia offering work placement opportunities for vision-impaired people.

The board of ASG Group Limited approves this statement and is committed to realising the initiatives outlined.

Signed,

CHIEF EXECUTIVE OFFICER

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www.asggroup.com.au