

## 1. INTRODUCTION

This is the first Modern Slavery Statement (“**Statement**”) for Isentia Group Limited and its subsidiaries (“**Isentia**” “**we**” and “**our**”) pursuant to the Federal Modern Slavery Act 2018 (“**Act**”) for the year ended 30 June 2020.

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

We recognise that slavery can occur in many forms, as considered in the Act. This can include slavery, servitude, human trafficking, forced marriage, forced labour, debt bondage, child labour, and deceptive recruiting for labour or services.

We are committed to operating responsibly and establishing and adhering to the highest ethical standards across our group. Isentia will not tolerate any forms of slavery in our business.

## 2. OUR STRUCTURE, OPERATIONS AND SUPPLY CHAIN

Isentia is an Australian public company listed on the Australian Securities Exchange with its headquarters located in Sydney. Isentia operates under wholly owned subsidiaries across the eight markets<sup>1</sup> in which it has a presence.

Isentia’s mission is to monitor, analyse and create actionable insight from complex communications across the Asia Pacific utilizing our technology and people. Isentia extracts data from sources including print, broadcast and social media and develops and provides information and analysis products to its over 2500 customers located in Australia, New Zealand and South East Asia.

With over 900 employees, Isentia’s core operations include developing and delivering Software as a Service services via online platforms accessible to clients. Additionally, Isentia provides social media insights and monitoring and customised quantitative and qualitative in-depth analysis.

Key expenditure within Isentia’s supply chain relates to the procurement of goods and services primarily relating to the supply and conversion of media content and data. Software development and IT hardware and equipment are key inputs. Ancillary expenditure within the supply chain includes professional service, office supplies and services.

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<sup>1</sup> A detailed list of Isentia’s subsidiaries is included in note 37 to the Financial Statements in Isentia’s 2020 Annual Report, available at: <https://www.isentia.com/wp-content/uploads/2020/11/FY20-Annual-Report.pdf>.

### **3. MODERN SLAVERY RISK IN OUR OPERATIONS AND SUPPLY CHAIN**

In FY20 Isentia undertook a review of potential risks of modern slavery practices across its operations and supply chains.

During the assessment process, we considered risks that may possibly cause, contribute and/or be directly linked to modern slavery practices, in accordance with the Australian Government's Department of Home Affairs guidance for reporting entities (2018) including sector, industry, types of products and services, geographic locations and business models. In the process we liaised directly with our overseas offices both in relation to their direct arrangements (office cleaning etc) and their supply chains. Particular focus was given to suppliers located in or who source products/services from overseas locations which may have a record of having modern slavery practices.

As a result of this assessment we identified areas with no or low risk, for example, in operational activities that are directly undertaken by Isentia employees and covered by our internal processes. Areas of higher risk, in particular geographical areas known as having higher risk, informed the prioritisation of our supplier engagement activities.

### **4. ASSESSING AND ADDRESSING THE RISK OF MODERN SLAVERY PRACTICES**

Following the risk assessment, we have identified a number of ways in which the risk of modern slavery practices can be assessed and addressed on an ongoing basis across our operations and supply chain.

During the year, Isentia adopted a Supplier Code of Conduct which articulated the ethical and legal standards Isentia expected of its suppliers and noted Isentia's zero tolerance for modern slavery abuses. All key suppliers are required to acknowledge and confirm in writing their commitment to comply with the standards outlined in the Supplier Code of Conduct.

In addition to the Isentia Supplier Code of Conduct, in 2020 key corporate governance policies were reviewed and updated including the Isentia Code of Conduct and the Isentia Anti- Bribery and Corruption Policy. A Workplace Safety and Wellbeing Policy was also introduced that applies to contractors as well as employees. Online training programs covering respect in the workplace were rolled out through 2020.

### **5. MEASURING THE EFFECTIVENESS OF OUR ACTIONS**

Isentia intends to conduct an annual review of its operations and a supplier review to determine the effectiveness of its controls to mitigate exposure to modern slavery and to report any outcomes to its Board.

### **6. CONCLUSION**

Isentia considers suppliers to be important partners in its business activities and our Supplier Code of Conduct is designed to develop mutually beneficial trusting relationships with our suppliers based on the concepts of fairness, coexistence, transparency and co-prosperity. Isentia believes its responsibility for products and services goes beyond just ensuring high quality products for the market. We also believe

that we are responsible for ensuring that our entire supply chain upholds appropriate standards in respect to human rights, labour and the environment. For that reason, we practice fair and transparent trade with our suppliers and thereby build trusting relationships. Isentia believes that it is only with such partnerships that we can enjoy "harmonious development" supported by rapport with international and local communities.

This Statement was approved by Isentia's Board of Directors on 30 March 2021.

A handwritten signature in black ink, appearing to read 'E. Harrison', with a stylized flourish at the end.

Ed Harrison  
Chief Executive Officer

