

ReadyTech Modern Slavery Policy

1 Introduction

1.1. This code of conduct applies to:

- (i) the directors of ReadyTech Holdings Limited ACN 632 137 216 (Company);
- (ii) all employees and officers of the Company and its controlled entities (together, the Group); and
- (iii) any contractor or consultant to the Group whose terms of engagement incorporate this code of conduct.

1.1. In this code of conduct, **Employees** includes the Chief Executive Officer (**CEO**), Chief Financial Officer (**CFO**) and any other person referred to in **paragraph 1.1(b)**.

2 Purpose

2.1. ReadyTech respects and promotes human rights and effective management of issues relating to **modern slavery** and human rights risks. Across our supply chain and within our operations, we aim to operate as a responsible and ethical business with respect for human rights. We are committed to implementing and monitoring ongoing practices which support human rights and address modern slavery risks in our business across all jurisdictions we operate in.

2.2. ReadyTech will reasonably endeavour to:

- (i) conduct our business in a manner that respects the rights and dignity of all people, complying with our legal obligations;
- (ii) respect that all employees have a right to reasonable work conditions and remuneration;
- (iii) not use forced, compulsory or child labour or other forms of modern slavery in our operations;
- (iv) not tolerate harassment, adverse discrimination, bribery or corruption in our operations; and
- (v) require that employees maintain and enhance our commitment to human rights protection and receive appropriate human rights compliance training and guidance.



3 Compliance with this policy

3.1. ReadyTech is committed to conducting its business in accordance with all applicable laws and regulations and in a way that enhances our reputation. Where local legislation conflicts with the principles and processes described in this Policy, ReadyTech will comply with the law, while also seeking ways to uphold human rights principles within its operating environment.

ReadyTech will reasonably endeavor to:

- (i) take steps to prevent or address human rights risks as they come to the attention of ReadyTech;
- (ii) not conform with any requests to contribute to, or turn a blind eye to, any breaches of this Policy or of applicable laws related to human rights; and
- (iii) integrate relevant provisions regarding human rights into our supplier management, standard supplier contracts of existing suppliers and employee training.

ReadyTech expects employees to:

- (i) comply with all relevant laws, including those related to human rights and workplace safety;
- (ii) comply with this Policy, our Code of Conduct and all ReadyTech policies covering aspects of human rights and ethical behaviour;
- (iii) report all suspected breaches of this Policy in accordance with the Code of Conduct.

4 Review

This code of conduct will be reviewed by the Board on an annual basis.