SYSTEMATIC

Systematic Software Engineering Australia Pty Ltd. - Modern Slavery Statement

This statement is given in accordance with the Australian Modern Slavery Act 2018 (the Act) in respect of the financial year of **Systematic Software Engineering Australia Pty Ltd.** ending 30 September 2026.

Organization Structure and Supply Chain

Systematic Software Engineering Australia Pty Ltd. is a private limited company and it is 100% owned by the Systematic Software Engineering Ltd. (a private limited company incorporated under the laws of England and Wales).

Systematic largely uses professionally qualified people employed directly by Systematic. Our Policy for human rights, health & safety ensure fair treatment of all our employees.

Systematic external suppliers are mostly UK, EU, Australia, based companies in low risk sectors.

Systematic Policies and Training in Relation to Slavery and Human Rights

As stated in our Policy for human rights, health & safety, Systematic is as an IT company at the forefront of market know-how. With customers among the most demanding and quality-conscious organizations in the world, Systematic is very dependent on its ability to attract highly skilled employees. We also need to keep them satisfied so they remain motivated and want to continue working for the company.

If any of our employees feel discriminated against or unfairly treated in any way or are unhappy at their workplace – for whatever reason – it will be difficult to retain their services, as well as being difficult to attract or recruit new staff. If they're dissatisfied, staff who we have spent time, money and precious resources on training, mentoring and encouraging will simply leave, knowing full well that their skills are in high demand in the current employment market.

Furthermore, our services and products are at risk if our employees don't perform well or are not motivated to maintain their level of skills or the qualifications needed to do their jobs in rapidly changing technical and commercial environments.

All these issues can have significant financial consequences for Systematic, as well as for the company's market reputation as an employer. We are well aware of these dangers and risks, and work hard to counter them and to alleviate their effects.

Systematic has a zero-tolerance position on violations to the Australian, Danish or other local anti-human trafficking and anti-modern slavery laws.

It is part of both the Systematic on-boarding and Systematic management training to understand and adhere to Systematic code of conduct and values, which includes that Systematic expects each employee to act in a socially responsible fashion at all times.

Discrimination on the basis of ethnic or national origin, political opinion, age, gender, disability, religion, sexual preference, union membership or political affiliation will not be tolerated.

Systematic respects the right of every employee to form and join the union of their choice and thereby accepts that they are represented by such unions.

Systematic neither uses nor tolerates the use of child or forced labor. Children are defined as any person under the age of 15, unless local legislation stipulates a higher working mandatory school age, in which case the higher age applies.

Due Diligence

Systematic does due diligence on suppliers and partners that we engage with, in accordance with our policies. Systematic does not accept suppliers or partners using child or forced labor. The risk of Systematics suppliers and partners using child or forced labor is considered low as explained above.

Key Performance Indicators and Effectiveness

Systematic register cases of modern slavery in our organization and supply chain. To the date no cases have been identified or registered.

Systematic takes responsibility for this Statement and its related objectives and will review and update it in accordance with the Australian Modern Slavery Act 2018 (the Act).



Mark Gainsford

Director of Systematic Software Engineering Australia Pty Ltd