



Modern Slavery Act Statement

This statement, pursuant to s54(1) of the Modern Slavery Act 2015 (UK), sets out RMS Cloud's policy, commitment and actions taken to ensure that slavery and human trafficking are not taking place in any part of our business or supply chain over the financial year ending 30 June 2021.

RMS Cloud also welcomes the introduction of the Australian Modern Slavery Act 2018 (Cth), which came into effect in 2019.

RMS Cloud's employees, directors, agents, contractors and others who represent our business must respect and support human rights.

As part of our commitment to identify and mitigate risks associated with modern slavery we:

- Consider any potential risk areas when taking on new suppliers
- Regularly review our existing suppliers for potential risk
- Protect whistleblowers
- Make key personnel and business unit leaders aware of the risk areas associated with third party contracted labour and risk indicators of modern slavery
- Make key personnel and business unit leaders aware of the severity of impact on the individual of modern slavery

RMS Cloud Structure, Operations and Supply Chain

RMS Cloud is headquartered in Melbourne, Australia, with sales and marketing hubs in the UK, US, Singapore, China, India and UAE. RMS Cloud employs all its staff directly at those locations and is directly responsible for and is directly able to oversee hiring and working practices.

RMS Cloud internal governance states that forced, bonded or indentured labour, involuntary prison labour, slavery or trafficking of persons shall not be used within RMS Cloud business units or within its supply chain. There shall be no unreasonable restrictions on workers' freedom of movement or unreasonable restrictions on entering or exiting RMS Cloud facilities. All workers must be provided with a written employment agreement in their native language that contains a description of terms and conditions. All work is voluntary, and workers shall be free to leave their work at any time or terminate their employment. Workers shall not be denied access to their identity immigration documents unless such holding is required by law. Workers shall not be required to pay employers' or agents' recruitment fees or other related fees for their employment.

RMS Cloud's principal supply chain vendor is Microsoft Azure. RMS Cloud has inspected Microsoft Azure's policies and has confirmed to our satisfaction that the same commitment to sustainable social responsibility exists at Microsoft Azure and in its supply chain and that it pursues the highest standards of corporate responsibility. Microsoft's membership in the Electronic Industry Citizenship Coalition (EICC) requires Microsoft to ensure its global policies and practices are aligned with EICC. These policies and practices are consistent with the RMS Cloud's governance statement above.

RMS Cloud has introduced a policy of seeking confirmation from other suppliers in its supply chain where potential risk has been identified by employees, directors or agents.