ERICOM

MODERN SLAVERY STATEMENT

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	For annual review

Modern slavery statement

Ericom is not subject to report for the Modern Slavery Act 2018 (Cth) ('Act') that commenced operation on 1 January 2019. The Act requires reporting entities that are subject to the Act, to produce an annual modern slavery statement. Ericom does not fall in this category.

Our Company is committed to operating our business lawfully and ethically and in only working with suppliers that are aligned to our values. We expect our suppliers to operate in accordance with all applicable modern slavery laws including those prohibiting human slavery and slavery like practices, human trafficking, and child labour.

We value and observe all laws regarding corporate social responsibility, environmental and workplace safety protection and staff inclusion and diversity. We have a Whistle-Blower policy and Anti-Discrimination - EEO policies and an external hotline for staff and suppliers to use.

Ericom have a relatively simple supply chain that includes the purchase of products and services needed for the businesses day-to-day operations including IT, mobility and infrastructure products, and support services.

A senior executive director of the company will take ownership and responsibility for compliance of the Act.

Particular steps we will undertake, include:

- Assessing the potential modern slavery risks in our operations and supply chains with emphasis on high-risk geographical locations and business transactions

- Developing and reviewing company policies on modern slavery in operations and supply chains

- Developing training for staff in modern slavery requirements

- Preparing to conduct due diligence on local and global supply chains

- Reviewing supplier contracts to ensure they contain terms that are consistent with the Act

- Taking steps to address any potential modern slavery risks identified

- Setting up a program to measure effectiveness through performance monitoring