



MODERN SLAVERY STATEMENT UNDER THE MODERN SLAVERY ACT 2015 (UK) AND MODERN SLAVERY ACT 2018 (AUS)

The Quantum Group Holdings Pty Limited ("**Quantium**") is committed to operating its business lawfully and ethically and to 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.

The Modern Slavery Act 2015 (the "**UK Act**") is an Act of the Parliament of the United Kingdom. It is designed to address slavery in the UK, and consolidates previous offences relating to human trafficking and slavery. The UK Act also introduced a new corporate reporting obligation requiring companies that qualify to set out the steps they are taking to tackle modern slavery issues in their businesses and supply chains.

The Commonwealth Modern Slavery Act 2018 (the "**AUS Act**") entered into force on 1 January 2019. The AUS Act established a national Modern Slavery Reporting Requirement which applies to large businesses and other entities in the Australian market, and support the Australian business community to identify and address their modern slavery risks, and maintain responsible and transparent supply chains. Entities which are required to comply with the Reporting Requirement must prepare annual Modern Slavery Statements.

These statements must set out the reporting entity's actions to assess and address modern slavery risks in their global operations and supply chains. The Australian Government publishes these statements through an online central register.

Quantum is issuing this Modern Slavery Statement to address the criteria of both the UK and Australian Acts for F25. The statement provides a description of our organisational structure, business and supply chains, along with an outline of our policies, staff training, due diligence mechanisms and risk management approaches related to human trafficking and slavery.

1. Organisational structure and consultation

Established in 2002, Quantum is an Australian-formed, globally recognised leader in the development of data-driven insights and ideas.

Quantum is made up of the following entities:

Australia:

- The Quantum Group Holdings Pty Limited
- Quantum Ventures Pty Limited
- The Quantum Group Pty Limited
- Quantum Software Pty Limited
- Market Blueprint Pty Ltd
- Quantum Digital Pty Limited
- Quantum Health Holdings Pty Ltd
- Quantum Health Pty Limited (joint venture)

India

- Quantum Analytics Private Limited

Hong Kong

THE QUANTIUM GROUP PTY LTD

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Classification: Private

- Quantum Hong Kong Limited
- Quantum Health HK Limited

New Zealand

- Quantum Group New Zealand Pty Limited

Saudi Arabia

- Quantum Health Information Technology Company

South Africa

- Quantum South Africa (Pty) Ltd
- Quantum Health SA (Pty) Ltd (joint venture)

United Kingdom

- Quantum Limited
- Quantum Health Limited

United States

- Quantum Inc.

We consulted the relevant companies we own or control in the development of this statement.

2. Our operations and supply chain

2.1. Operations and business activities

Founded in 2002, Quantum is a data analytics firm with artificial intelligence, data science and data engineering skills. Its core business involves the application of these skills to assist its clients by analysing, understanding and deriving insights based on the client's own data, and providing those insights to that client as consulting services and/or products.

Quantum provides insights into the rapidly changing needs and preferences of consumers and organisations to generate ideas as to how organisations can engage customers to create new and sustainable sources of competitive advantage. Using data, analytics, and technology, Quantum has enabled many of the world's most progressive businesses to capitalise on the value of their data by leveraging unique data assets, analytical skills, and software development capabilities.

Quantum maintains a global presence across seven countries, with comprehensive business operations centred in Australia with strategic locations in India, New Zealand, United Kingdom, South Africa and the United States. Our activities span business and technology operations, product development, sales, and consulting services, with dedicated teams providing specialised support and development services in key markets.

2.2. Supply chain

Quantum engages with, and relies upon, a network of suppliers that provide goods and services that Quantum uses to run its operations.

Suppliers can be categorised in terms of the types of services/goods offered and the business unit(s) they support. Most supplier categories are listed below.

- Data partners
- Data centre provider
- IT infrastructure
- Software
- Cloud services
- IT Hardware
- Commercial real estate
- Airlines
- Office supplies and Office-related services (e.g., cleaning)
- Corporate merchandise (garments with Quantum's logo for team members)
- Legal firms
- Marketing agencies
- Team member training and development
- Recruitment services

Quantum seeks to prevent modern slavery in its global operations and requires suppliers to do the same by identifying and addressing any risks or incidents in their supply chains. Through an automated annual Supplier Engagement Process, suppliers must acknowledge these expectations and complete a questionnaire, with all records maintained and expectations reinforced for ongoing engagements.

3. Identifying risks in our operations and supply chain

3.1. Risk in our operations

The majority of Quantum team members are employed directly with permanent contracts. This lowers modern slavery risks within our direct team. Where team members are recruited via third parties it is only through trusted partners which have been subject to our supplier onboarding process. We do not employ, either directly or via third parties, anyone in the high-risk industries identified in the [Global Slavery Index](#) (e.g., the fishing industry and cocoa agriculture).

While our core business as a data analytics company presents lower inherent modern slavery risks, we maintain vigilance across our supply chain. Our key supply chain risks primarily relate to IT hardware, office supplies, corporate merchandise and cleaning services. Through our centralised procurement process, we engage only with thoroughly vetted, reputable suppliers, implementing enhanced due diligence for higher-risk categories through tailored assessments (merchandise and cleaning services). Our catalogue of assessed suppliers is periodically analysed to maintain clear understanding of risk exposure and mitigation, with our single point of entry for global procurement ensuring consistent controls.

3.2. Actions taken to address risk in our supply chain

As part of our risk management framework, we perform reviews prior to working with new global suppliers through a central procurement function in Australia. These reviews involve prospective suppliers completing Quantum's New Supplier Engagement Questionnaire, with sections dedicated to the prospective supplier's approach to addressing modern slavery risks in their supply chains and operations. Quantum's Procurement Team assesses completed supplier questionnaires and reviews relevant documentation provided in support of the prospective supplier's responses (e.g., policies, training materials, process diagrams). The assessment will have one of two possible outcomes:

- Supplier is onboarded:



Where the prospective supplier can demonstrate the operation of a framework to effectively address modern slavery risks in their supply chains and operations (as well as satisfactorily answering all other sections of the New Supplier Engagement Questionnaire), they are onboarded as a supplier to Quantum.

- **Further consultation takes place between the prospective supplier and Quantum:**

Where the prospective supplier cannot demonstrate the operation of a framework to effectively address modern slavery risks in their supply chains and operations (or hasn't satisfactorily answered all other sections of the New Supplier Engagement Questionnaire) Quantum's Procurement Team will engage the prospective supplier to assist them in uplifting their approach to modern slavery risks (or any other relevant area of the Supplier Questionnaire). Where this engagement takes place, a subsequent review is conducted, and the prospective supplier is either onboarded (in the case the required uplift has demonstrably occurred) or rejected (in the case the required uplift has not demonstrably occurred). Where attempts to engage the prospective supplier are unsuccessful, the prospective supplier is rejected.

Outcomes of the review process and analysis of supporting documentation are recorded in a central database to assist in regular supplier reviews and to transparently record Quantum's decision-making process.

Steps taken include:

3.3. Risk Assessment and Analysis:

Operations and Supply Chain Review

Due to the nature of Quantum's operations, it has a small amount of supplier engagements for the acquisition of goods and services. The overwhelming majority of Quantum's supplier engagements are with highly specialised services such as consulting, specific IT software, and various professional services. Quantum has a single point of entry for supplier engagements where suppliers are assessed and categorised.

Supplier Management System

Through an ERP system (Microsoft Dynamics 365) Quantum maintains strict traceability, accountability, and transparency of all procurement related transactions (including new supplier engagements). Quantum has a strong legal framework around supplier engagement through Terms and Conditions and various Service Agreements with special focus on supply chain responsibilities.

Supplier Assessment Process

Quantum has a catalogue of assessed suppliers which is periodically analysed to have a clear understanding of risk exposure and consequent risk mitigation. Quantum is constantly assessing its suppliers and their supply chain through the lens of Modern Slavery requirements.

3.4. Risk Mitigation Strategies

High-Risk Areas

By assessing Quantum's catalogue of assessed suppliers, it is identified that provision of garments (as a form of merchandise for Quantum employees) is an area of high risk. Quantum opted to utilise only one preferred supplier who was thoroughly assessed (as well as their supply chain), providing elements to ensure compliance and adherence to Quantum's Human Rights Policy.

3.5. Policy Framework

Internal Controls and Governance

Relevant policies and frameworks set out the high standards of legal and ethical decision making and conduct Quantum requires of its team members. These policies and frameworks (which include a Code of Conduct and Speak Up policy) are available to all team members and include reporting and accountability provisions, as well as providing protection against retaliation for anyone who reports wrongdoing.

3.6. Continuous Improvement

Ongoing Development

Quantum recognises that effective management of modern slavery risks requires frequent analysis and improvement of existing processes and frameworks. We are committed to consistently developing our ways of working to minimise modern slavery risk in our supply chains and operations.

3.7. Supplier Contracts

Contract Management

We have ensured expectations around modern slavery risk are incorporated into our interactions with both new and existing suppliers.

4. Policies

Quantum has a Code of Conduct and Human Rights policy in place which applies to all team members, directors, company officers and resources engaged via a third party. The Code of Conduct states that anyone conducting Quantum business is expected to adhere to and promote standards of professional behaviour that support an effective, ethical, collaborative and high-performance workplace. This includes complying with all applicable country laws, including those related to slavery and human trafficking.

Quantum recently implemented a new Human Rights policy which outlines our commitment to respecting internationally recognised human rights across all business activities and supply chains. It requires all team members and suppliers to uphold labour rights, avoid forced or child labour, and foster a safe, inclusive, and non-discriminatory work environment. The policy also provides accessible grievance mechanisms and expects compliance with all relevant local laws and regulations. Quantum's approach is guided by the United Nations Universal Declaration of Human Rights and related international standards, ensuring that everyone conducting business with or on behalf of Quantum acts with integrity and responsibility.

5. Training

Quantum provides training to its team members regarding the policies and processes it has in place to combat slavery and human trafficking and the reporting mechanisms available to employees and non-employees to report concerns and complaints. This is vital to increase understanding of this Policy, Quantum's approach to limiting the risk of modern slavery within our supply chains and operations, and the role team members play.

6. Monitoring and Reporting

The Risk and Compliance team monitor concerns and complaints related to company policies and legal requirements, including those made in relation to the UK and AUS Acts and Quantum's Modern Slavery Policy.

7. Assessing the effectiveness of our actions

Quantium is continually working to understand the effectiveness and impact of the initiatives in this Statement. Currently, Quantium tracks the performance through a combination of internal mechanisms and performs regular Supplier assessments to identify modern slavery related risks. The assessment results then feed into our overall Risk Management Framework. Aligned to Quantium's continual improvement approach, Quantium aims to ensure the ongoing effectiveness of our framework is measured, and appropriate action is taken in response to any identified deficiencies.



Adam Driussi,
Chief Executive Officer
17 December 2025