

Systematic New Zealand Ltd. - Modern Slavery Prevention Statement

This statement is given in accordance with the New Zealand Convention – CO29 – Forced Labour Conventions, 1930, in respect of the financial year of **Systematic New Zealand Ltd.** ending 30 September 2024.

Organization Structure and Supply Chain **Systematic New Zealand Ltd.** is a private limited company and it is 100% owned by the Danish company Systematic A/S (a private limited company incorporated under the laws of Denmark).

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

Systematic external suppliers are mostly UK, EU, Australia, New Zealand 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 aware of these dangers and risks and work hard to counter them and alleviate their effects.

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

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

Any discrimination, whether it is based on 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 labour. 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 labour. The risk of Systematic's suppliers and partners using child or forced labour is considered low as explained above.

Systematic is following the current development on specific New Zealand modern slavery legislation and will review and update all matters in accordance.

Key Performance Indicators and Effectiveness

Systematic register cases of modern slavery in our organization and supply chain. No cases have been identified or registered so far.

Systematic takes responsibility for this Statement and its related objectives. Please refer to Systematic's "Human Rights Statement_jan23.pdf" for further details and will review and update it in accordance with the New Zealand legislation as required.



Matthew Rose

Program Manager & NZ Director

Systematic New Zealand Ltd