

Modern Slavery Statement

Our Commitment

At CAN I PHISH PTY LTD we stand committed to upholding human rights, including ensuring no-one in our direct operations or extended supply chain or customer base is subjected to modern slavery and human trafficking.

Our core values are premised on integrity; therefore, we take adherence to laws, including The Modern Slavery Act 2018 (the Act), seriously and we are fully supportive of initiatives aimed at the eradication of both slavery and human trafficking across the globe.

As an equal opportunities' employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in Australia and the United States of America (USA) and to safeguard employees from any abuse or coercion.

We are confident that the pre-employment screening checks we undertake in relation to our own employees (including verifying their right to work) and paying above the government living wage across Australia and the USA go a long way to limit the possibility of slavery and human trafficking existing.

We do not enter into business with any organisation, in Australia, the USA or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Our Company's commitment to this statement and social values are outlined in further detail within several our policies, including:

- a. Hiring
- b. Equality, Inclusion and Diversity
- c. Equal Opportunities
- d. Anti-Harassment and Bullying

Embedding the principles

We will continue to embed and reinforce the statement principles through:

- a. providing awareness training to staff on the Modern Slavery Act 2018 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking
- b. ensuring staff involved in buying or procurement and the recruitment and deployment of workers are aware of and follow modern slavery procurement guidance on <https://modernslaveryregister.gov.au/>
- c. ensuring that consideration of the modern slavery risks and prevention are part of the review process as an employer and procurer of goods and services
- d. making sure that the Company's procurement strategies and contract terms and conditions include references to modern slavery and human trafficking
- e. continuing to take action to embed a zero tolerance policy towards modern slavery

Our Supply Chain

Our supply chain network is largely service driven. The services provided by our suppliers include managed IT services, contractors, IT facilities / data centre management, software providers, cleaning, catering, security, office furniture etc.

We consider ourselves low risk however, we will continue to review our supply chain to identify any potential risks of modern slavery.

Policy Governance

Responsibility for the Modern Slavery Statement rests with the CEO of Can I Phish Pty Ltd. Duties include, but are not limited to:

- a. Ensuring that all staff in scope and appropriate external parties have read and confirmed their acceptance of the latest version of this policy
- b. Monitoring for legal, regulatory or industry best practice developments in relation to this policy
- c. Coordinate with senior management, IT, and legal counsel to communicate and review issues related to this policy
- d. Review and update this policy at least every 12 months, in order that it remains fit for purpose

Exceptions to this policy shall be allowed only if previously approved by the CEO of Can I Phish Pty Ltd.

Management Approval

This statement has been approved by the Can I Phish Pty Ltd executive team.

Signed:

Date: 02/05/2022



Sebastian Salla

Chief Executive Officer (CEO)

Can I Phish Pty Ltd