



Integrated Research Limited

ACN 003 588 449

Modern Slavery Act Statement FY2020

This statement is made on behalf of Integrated Research Limited and its subsidiaries (collectively "Integrated Research") pursuant to s54(1) of the Modern Slavery Act 2015 (UK) and the Australian Modern Slavery Act 2018 (Cth).

Introduction

This is the company's first modern slavery statement and it outlines the approach to strengthen our policies and operations in line with the requirements of the UK Modern Slavery Act and the Australian Modern Slavery Act. Integrated Research is committed to operating its business lawfully and ethically and seeks to only work with businesses and suppliers which are aligned to our values.

Integrated Research recognizes that modern slavery can occur in many forms, including slavery, servitude, forced marriage, human trafficking, forced labour, debt bondage, child labour, and deceptive recruiting for labour or services. Integrated Research takes its responsibilities seriously and is committed to operating responsibly and to the highest ethical standards across our group.

Reporting Entity

Integrated Research commenced in 1988 and has grown to become a leading global provider of proactive experience management solutions for critical unified communications, payments, contact centres and IT infrastructure ecosystems.

Integrated Research Limited is a public company, incorporated and domiciled in Australia under the Corporations Act 2001 (Cth). The Company is listed on the Australian Stock Exchange (ASX).

Organisation Structure, Operations and Supply Chains

The Integrated Research group is headquartered in Sydney, Australia. The Company operates in Australia plus around the globe via subsidiaries located in Singapore, England, Germany and the United States, with a multi-cultural workforce that exceeds 260 employees. Over 95% of IR's revenue is derived outside Australia from more than 1,000 organisations in over 60 countries. IR's employees engage with many cultures and with customers that include some of the world's largest banks, airlines and telecommunications companies.

Integrated Research has a relatively simple supply chain that includes the purchase of products and services for the day-to-day operations of the business, these include office supplies, employment and training of staff, external professional services, leasing of office space, IT infrastructure and support services, and travel. The majority of Integrated Research's suppliers are located in geographies where we have an established entity as listed above, each of these geographies demonstrate greater awareness of modern slavery and associated risks.

Risks of Modern Slavery

At first glance based on Integrated Research's business and relatively simple supply chain IR does not appear at high risk of exposure to modern slavery. Nonetheless, Integrated Research recognizes that there is a level of risk in our extended supply chain, and we understand the level of risk is influenced by factors such as vulnerable populations, product and service categories, and geographic location. Accordingly, the



Company has tailored its risk process to ensure we are focusing our efforts on those areas that present an elevated risk of exposure.

Actions Taken to Address Risks

Integrated Research has a robust corporate governance framework with the Company's Board ultimately overseeing the group's broader commitment to human rights through the Audit & Risk Committee, including a zero-tolerance approach to modern slavery.

Underpinning this framework are various company policies relevant to modern slavery, these include the Global Code of Conduct, Global Whistleblower Policy, Global Equal Employment Opportunity Policy, Global Workplace Harassment Policy, Statement on Diversity & Inclusion, Supplier Management Policy, and Modern Slavery Policy, plus others being considered.

Additionally, Integrated Research is aiming to progressively develop a supply chain map to demonstrate the geographic location and nature of products and services sourced in order to assess the potential modern slavery risks.

The group's Finance & Administration, People & Culture and executive leadership team collectively have responsibility for development and implementation of IR's broader human rights program, including modern slavery. Through the CEO, the executive leadership reports to the Audit & Risk Committee, which in-turn reports to the Integrated Research Board.

In terms of risk associated with human rights, the group develops its software products at its corporate head-office in Sydney Australia. This allows IR to be in total control of our commitment to any Human Rights principles related to employment in its business. In addition, IR has implemented an on-line questionnaire for Bullying, Harassment and Discrimination for each employee to complete annually.

The group is committed to provide employees with a safe workplace and seeks to address any health and safety issues that may arise quickly and efficiently. IR is also committed to only hire persons into the business who have no legal impediment which precludes them from being employed and they have proper authority to be hired legally, with the appropriate working visa or citizenship for the country in which they are employed.

Measuring Effectiveness

Management of modern slavery risk in the Company's global operations and supply chains falls within Integrated Research's global risk framework and register. The group's Audit & Risk Committee is responsible for providing oversight on behalf of the Board and the Audit & Risk Committee meets regularly with the Company's CEO and executive leadership to review the risk register. Information relating to risk management can be found in the Corporate Governance Statement contained in the Annual Report and on the group's website at www.ir.com

The group is in process to develop a supply chain assurance process to assess the potential risks of modern slavery within the Company's first-tier global supplier network. Accordingly, the Company is seeking to implement mechanisms to measure effectiveness by implementing controls into the supply chain assurance process for suppliers in at risk categories to provide (i) relevant modern slavery statements, commitments and process documents, and (ii) acknowledge the Integrated Research supply chain assurance process.



Consultation with IR entities

Integrated Research Limited operates four fully owned subsidiaries that are individually registered and operated in Singapore, England, Germany and the United States. All corporate decisions emanate from the group's head office in Sydney Australia, and this includes all policies and procedures which are adopted by all subsidiaries as group global policies. Similarly, all global employees are required to adhere to the group's formalized policies and procedures and undertake online training programs to educate themselves on bullying, harassment and discrimination together with awareness of modern slavery and the actions to respond appropriately.

This Modern Slavery Statement is made for the financial year ending 30 June 2020, and was approved by the Board of Integrated Research Limited on 14th January 2021

Signed

Paul Brandling
Chairman
Integrated Research Limited

John Ruthven
Managing Director and Chief Executive Officer
Integrated Research Limited