

IVE Modern Slavery Statement



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DOCUMENT ATTRIBUTES

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REFERENCES

DOCUMENTS	VERSION
IVE ETHICAL SOURCING POLICY	1
IVE SUPPLIER WHISTLE BLOWER POLICY	1
IVE PROCUREMENT PROCEDURE	1
IVE SUPPLIER ON-BOARDING, MONITORING, EVALUATION PROCEDURE	1
IVE MUTUAL NON-DISCLOSURE AGREEMENT	1
IVE TERMS AND CONDITIONS AND CODE OF SUPPLIER CONDUCT	2

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1 INTRODUCTION

IVE recognises the importance of ensuring that we engage in business practices that minimise the risk of forced labour, servitude or human trafficking activity (Modern Slavery). We understand that ensuring good business practices is important to our clients, our employees, our shareholders and we support the introduction of the Australian Modern Slavery Act 2018.

2 OUR BUSINESS

IVE Data- Driven Communications: A customer experience agency that helps our clients prosper through data analytics, customer experience strategy, marketing automation, creative concept development and digital services.

IVE Manufacturing & Distribution: Integrated print, point of sale, personalised communications, promotional products, warehouse, logistics service and mailbox deliveries.

IVE Fundraising: Fundraising strategy, data-driven solutions and telephone fundraising agency serving the not-for-profit sector.

IVE Managed Solutions: Managed solutions. Bundles the Group's broad range of products and services into multi-channel solutions for our clients

3 OUR SUPPLY CHAIN

Within the above divisions IVE provides its clients with manufacturing, sourcing (including importing), storage and distribution of printed and manufactured print products (catalogues, commercial printed material, magazines, permanent and temporary display material, promotional items, and services associated with such including mailing (direct and essential), digital mailing, SMS and EDM communications etc.

At a high level and by way of summary IVEs supply chain (being the products and services including labour that contribute to IVE's own products and services) is categorised into the following Modern Slavery risk areas:

Raw materials - paper products used in the print production process both onshore and offshore (web and sheet fed paper, labels, cardboard, envelopes), packaging products used in storage and distribution, ink products, solvents, machinery and equipment used in manufacturing, storage and distribution.

Onshore services and products procurement - local supply of print and machinery related products, finished goods, services supplies, business services.

Offshore services and products procurement – offshore supply of print and machinery related products, finished goods, as required promotional goods, as required permanent and temporary display products.

Labour – permanent staff, casual / temporary labour hire outsourcing as required, independent contractors.

Services procurement for business operations - electricity, gas, cleaning, security, freight, post, telecommunications, IT /software, hardware.

4 OUR APPROACH

This statement describes the steps that have and are being taken by IVE during the FY 2019-2020 to identify and minimise the risk of Modern Slavery occurring within our business and supply chain. We believe in

identifying and supporting suppliers that share our commitment to the prevention of Modern Slavery within our business and supply chain. We do this by –

Supplier Code of Conduct that requires our suppliers to confirm their support and compliance with:

- the principles of the United Nations Global Compact (“UNGC”);
- the UN Universal Declaration of Human Rights
- the 1998 International Labour Organization Declaration on Fundamental Principles and Rights at Work.

Suppliers must complete IVE’s supplier on-boarding process and demonstrate compliance with the IVE Supplier Code of Conduct, as well as with applicable laws and standards before they can supply to IVE.

SEDEX (Supplier Ethical Data Exchange) Active membership and participation which allows IVE to collect data and assess risk relating to labour standards, health and safety, environmental impact and business ethics in the offshore supply chain.

Whistle-blower Policy encourages employees and external stakeholders including Suppliers to report or raise issues of legitimate concern, including any unacceptable behaviours, unacceptable business practices, without fear of victimisation, detriment or other retribution. This includes any potential or actual modern slavery related concerns or breaches of the Code of Supplier Conduct.

Human Resources

IVE’s Human Resources and payroll teams have various policies and procedures in place that support our day-to-day operations to ensure all staff and labour hire meet legal requirements and IVE’s core values.

Training

Modern Slavery risk and awareness training to be conducted for all Senior Leadership Team annually.

To ensure continued improvement in ensuring IVE engages in good business practices and compliance with the Australian Modern Slavery Act, IVE is undertaking a formal consultation and general scoping exercise of its supply chain practices both locally and offshore. This exercise is directed by the IVE Group Limited Board of Directors and is being undertaken by all divisions of the IVE Group. This process will aim to meet the seven mandatory reporting criteria set out in the Australia Modern Slavery Act so that IVE will be able to:

- identify risks of modern slavery practices within its operations and supply chains;
- implement controls to assess and address these risks;
- create business awareness through training and education forums;
- review and manage all supply chain governance and on boarding procedures;
- report and submit a publicly available *Modern Slavery Statement* in accordance with the Australian Modern Slavery Act 2018.

5 REPORTING ON BREACHES

IVE Employees, Suppliers and their workers and contractors are required to report actual or suspected breaches of the supplier code of conduct or this policy the IVE Group Sourcing via email whistleblower@ivegroup.com.au or anonymously via telephone 02 80204438. All reports submitted are treated confidentially.