



Modern slavery and human trafficking statement 2021/22

This statement covers the activities of Synnex Australia Pty Ltd ABN 40 052 285 882 (“Synnex”) for understanding and implementing actions to minimise and mitigate the risk of modern slavery and human trafficking in our operations and supply chain.

Introduction

This Modern Slavery Statement (“Statement”) is in compliance with the Australia Modern Slavery Act 2018, covering the period from 1 July 2021 to 30 June 2022. The purpose of this statement is to outline our actions and approaches to ensure Synnex has sound and robust processes in place to detect and minimise the risk of modern slavery in our daily operations and supply chain. Synnex acknowledges that slavery and human trafficking occurs in many forms, such as slavery, human trafficking, forced labour, child labour, servitude, forced marriage, debt bondage, and deceptive recruiting for labour or services.

Synnex is committed to conducting our business ethically and responsibly. We take ethical sourcing seriously. We embrace the commitment for fair and legitimate business interaction and respect the rights and dignity of all people, including internal employees and people impacted within our supply chain.

Our structure, operation and supply chain

Since our incorporation in Australia in 1997, Synnex has grown to become a leading ICT services provider and a trusted partner of choice in Australia. We work with over 80 ICT vendors, providing an extensive suite of end-to-end IT and cloud-based products and services, and life cycle management services to support over 6,000 channel partners. Synnex has over 487 employees with operations across Australia. Our headquarter is located in Melbourne, with offices in Sydney and Perth. As Synnex does not have any subsidiary, this statement covers the activities of Synnex only.

We believe the respect for human rights is a fundamental value to our customers, our business partners and the broader community. To prevent any possible human rights abuse, we monitor, manage and report progress on a range of indicators used to assess the effectiveness of our responsibility towards modern slavery.

We have assessed our key business activities and supply chain as follows:

Main business activities	Supply chain
Provision of ICT products and services, including but not limited to hardware, software, cloud-based solutions and lifecycle management services, to businesses or end customers.	Over 80 international and local vendors supplying ICT products, software, cloud -based solutions and services to Synnex for reselling purpose.
Business operations to support the daily operations of Synnex other than the supply of inventories and services for reselling purposes.	Contractors and sub-contractors who deliver services directly to Synnex (i.e. courier service)
	Rental of warehouse and offices
	Utilities
	Professional services consultants who provide services directly to Synnex
	Office consumables and promotional merchandise
	Uniforms and work attire (i.e. safety vests)

Risk identification and our approach

In the 2021/22 reporting period, we continue to undertake reviews of potential risks of modern slavery matters across our operations and supply chain, by reviewing three main aspects:

- 1) Internal human resources
- 2) External supply chain related to distribution business segment
- 3) Other external supply chain related to daily operation

During the assessment process, we considered risks that might pose and/or contribute directly to modern slavery practices, in accordance with the “Commonwealth Modern Slavery Act 2018 - Guidance for Reporting Entities” issued by Australian Government’s Department of Home Affairs.

Internal risk assessment – HR practice

In 2021/22, Synnex has an average of 487 employees - 73% permanent and 27% casual. When reviewing the internal risk for modern slavery matters, Synnex considers itself to be relatively low risk. All employees, permanent or casual are employed in Australia. Our internal human resources policies protect them, and formal employment contracts are signed between Synnex and employees.

Pre-employment screening and onboarding process

All employees recruited are individually assessed by our internal Human Resources (HR) department, according to our established recruitment policy. During our pre-employment screening, our HR department verify and ensure applicants meet applicable age and visa requirements. All employees



sign an employment contract with Synnex and received formal induction training, which includes clear definition of their duties, rights and obligations. All new starters will be provided with Employee Manual, starting our policies, Code of Conduct, and Fair Work Statement. HR department has documentation for ongoing review and procedures for visa status management of non-Australian passport holders.

Ongoing compliance training

Regular training courses and information sessions are provided to all staff on our policies and code of conduct. Team leaders and managers are invited to attend training sessions on the responsibilities, guidelines, and policies covering Equal Employment Opportunity and Bully & Harassment.

Given this, Synnex has identified that the internal operation has low or no risk of modern slavery, in any operational activities that are directly performed by Synnex's employees and if risks exists, are fully covered by our internal processes.

External suppliers risk assessment

Through our Qualifying Supplier Program, we ensure all our suppliers are fully aware of our position over ethical business behaviour and zero tolerance over modern slavery practices. We achieve this by ensuring our Supplier Code of Conduct (SCC) has been delivered to our suppliers, and request for their acknowledgment by obtaining their confirmation in writing. The SCC is a key tool for preventing modern slavery in our supply chain, all forms of forced labour are banned in our SCC, including physical confinement in the work location, child labour, forced overtime and withholding of deposits or personal documents for employment.

External supply chain – distribution of IT products and services

Synnex's major supply chain consists of over 80 ICT products and services suppliers. Being a distributor of laptops, computers and other electronic products, Synnex acknowledges that our supply chain may pose risk, and in the past reporting period, we continued to focus on addressing the modern slavery risk with our suppliers.

During 2021/22, we had conducted reviews on our top tier suppliers, and according to our assessment, there was no significant/high risk incidents reported. 16 out of our top 20 suppliers are members of Responsible Business Alliance(RBA), which is the world's largest industry coalition dedicated to corporate social responsibility in global supply chain. RBA also updates and shares the best practices in identifying and mitigating modern slavery risk. 19 suppliers have published their own Modern Slavery Statement in Australia or an equivalent statement in other jurisdictions. Although one supplier didn't have a published Modern Slavery Statement, it had voluntarily complied with Responsible Business Alliance (RBA) audit. Apart from modern slavery statement, 19 suppliers have published their code of conduct and social responsibility statement, outlining their policies and



commitments. The review of our top suppliers had revealed positive results and appropriate measures and approaches are taken by the suppliers to address modern slavery risks.

In addition, we had conducted review on 10 other major suppliers, who are multinational corporations. All 10 suppliers have published modern slavery statement in Australia or an equivalent statement in other jurisdictions, and 4 suppliers are member of RBA. All 10 suppliers have published their code of conduct and social responsibility statement. As per risk and audit results disclosed in those 10 suppliers Modern Slavery Statement, there was no significant/high risk incidents reported.

External supply chain – daily operation

Other than suppliers for inventories and IT services under our distribution business, other divisions of the supply chain that support our daily operation includes courier services, utilities, rental services, and office supplies. When combining the purchases of inventories and IT services, the daily operation purchase accounted for approximately 1.54% of the total purchase during 2021/22. As most of the services obtained were produced domestically (courier service, utilities and rental service), this area is considered relatively low in modern slavery risk.

Our policies and procedures

We have formal policies in place to promote ethical and legally compliant business conduct and relationships. These policies contribute to our core value of “making a positive difference”. We believe in sustainable development and strive to conduct our business with uncompromising integrity and professionalism, including our commitment to preventing violation of human rights.

When procurement is made, the supplier must sign the confirmation of compliance of our SCC, which includes the terms of anti-modern slavery. We articulate our expectations to suppliers through our [SCC](#), which is available on our website. All new suppliers added to our qualified supplier list are reviewed to ensure our modern slavery processes in place are complied with.

We have established reporting procedures and mechanisms for employees and external parties to report any concerns regarding unethical or illegal conduct. Employees can report to their managers, or if they wish to do so anonymously, can notify us through our whistleblower scheme by e-mail, phone or online portal.



Moving forward

Over the next reporting period, our key focus will be to:

- Review and update our suite of risk-related policies and governance control measures.
- Extend the modern slavery assessment to rest of our suppliers

Our commitment to prevent modern slavery practices in our supply chain and internal operations are ongoing. We will continually review and improve on the measures we have established.

Approval

Preventing modern slavery and human rights abuse is consistent with the core values of Synnex.

This statement was approved by the Board of Directors of Synnex Australia Pty Ltd on 16th November 2022.

A handwritten signature in black ink, appearing to read 'Kee Ong', is written over a horizontal line.

Kee Ong
CEO, Synnex Australia