

NOUS GROUP - MODERN SLAVERY TRANSPARENCY STATEMENT – FY 2019

Reporting Entity, Structure, Operations and Supply Chain

Reporting Entity

This statement is for our financial year ending 30 June 2019, and has been approved by the Nous Executive Board on 26 May 2020 for:

1. Nous Group Pty Ltd (**Nous Australia**); and
2. Nous Group (UK) Ltd (**Nous UK**),

together **Nous Group**.

Our operations

Nous Group is an international management consultancy with over 400 people working across Australia and the United Kingdom. Our work reflects our optimism and ambition for a better future. We partner with leaders to shape world class businesses, effective governments and empowered communities. We believe in doing business ethically, and that underpins our commitment to examine our supply chains and promote our zero tolerance approach modern slavery.

Nous Australia and Nous UK are sister companies, each wholly owned by Nous Group International Pty Ltd (which is simply a holding company).

Supply Chain

Where possible, Nous uses partners and suppliers that aim to support the community by employing vulnerable populations. We promote relevant businesses internally and procure from such suppliers for internal purposes and for client work.

Nous works with a range of suppliers across our offices for various services, including information technology, finance, marketing and HR. We also engage travel booking and transport services, as well as catering and cleaning services for facilities management.

While we deal with most of these suppliers directly, in many cases these suppliers will also work with entities that we do not have a direct contractual relationship with.

We are at the beginning of the journey in terms of our modern slavery maturity.

In FY 19-20 we will look to implement a Modern Slavery policy and commence the process of raising awareness about Modern Slavery with our functional leads across the business.

Risks of Modern Slavery

In terms of our people, the risk of there being any issues of modern slavery are low as our employment contracts comply with the relevant laws in each jurisdiction that we operate.

In terms of our direct supply chain, there is also minimal risk of modern slavery as our business does not intersect directly with any 'high risk' industries. We are, however, engaged with high risk industries indirectly. For example, our building managers engage cleaners to perform cleaning services in our offices. We have, as yet, not specifically addressed these risks with our building managers. When we have advanced our understanding of our supply chain we will seek to address these gaps through a formal due diligence process and remediation plan.

Actions taken to address the risks of Modern Slavery & assessment of effectiveness

Nous has a zero-tolerance approach to Modern Slavery. While we have always sought to engage with ethical supplies and vendors, we have recognised the need to formalise our policies and procedures as our business has grown both domestically and internationally. This annual report is the first step in our journey towards ensuring our supply chains do not contribute to Modern Slavery. We have, as yet, not conducted any effectiveness assessments as our this is our first year of establishing such processes.

We are planning to implement a formal Modern Slavery compliance program in FY 19-20.

Consultation for this Joint Statement

This statement is issued on behalf of Nous Australia and Nous UK. This Statement was approved by the Nous Executive Board (**NEB**) which is made up of our Managing Director, Functional Leaders and a selection of Principals from across the business. The NEB is predominantly made up of people working at Nous Australia as Nous Australia generates the majority of revenue for Nous Group and performs the majority of the administrative and support functions for and on behalf of Nous UK, including providing finance, marketing, and HR assistance. However, the NEB does include a representative from Nous UK.

Other relevant information

We intend to run training sessions in relation to our modern slavery obligations, and initially this will be with our functional leads as they are more likely to engage with suppliers. We will encourage them to consider:

- Whether the goods or services are from a 'high risk' industry;
- Where the goods/services are sourced from and whether it's a country that has a higher incidence of modern slavery; and
- Where the supplier is based.

We will encourage our functional leads to factor this in to their selection processes rather than simply buying from the most competitively priced vendor. We will report on these endeavours in future reports.

Conclusion

Any concerns about modern slavery taking place in our business should be raised by emailing governance@nousgroup.com

Signed:



Tim Orton
Managing Director