
Modern Slavery Policy

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ENSEMBLE
SOLUTIONS

Effective Date: July 4, 2025

1. Purpose

This policy outlines Ensemble Solutions' commitment to preventing modern slavery and human trafficking in its operations and supply chains. We recognize our responsibility as a global technology provider to uphold and promote ethical practices and human rights.

2. Scope

This policy applies to all Ensemble Solutions employees, contractors, suppliers, partners, and subsidiaries, regardless of location.

3. Our Commitment

Ensemble Solutions is committed to:

- Conducting business in a manner consistent with the highest ethical standards.
- Ensuring that slavery, servitude, forced labour and human trafficking have no place in our business or supply chains.
- Complying with all relevant laws and regulations, including:
 - The Modern Slavery Act 2015 (UK)
 - The Modern Slavery Act 2018 (Australia)
 - Applicable anti-slavery legislation in countries where we operate

4. Due Diligence and Risk Management

We actively assess and manage the risk of modern slavery within our:

- Internal operations: through recruitment and HR practices, ensuring all employment is voluntary and in compliance with labour laws.
- Supply chain: through supplier onboarding, contractual obligations, and ongoing assessments.

All suppliers and contractors must agree to our Supplier Code of Conduct, which includes specific provisions against modern slavery.

5. Training and Awareness

We provide training to relevant staff to help them:

- Understand the risks of modern slavery
- Identify potential red flags in supply chains or business relationships
- Report concerns appropriately

6. Reporting and Remediation

We encourage all employees, suppliers, and third parties to report any concerns related to modern slavery. Reports can be made confidentially via:

 Email: compliance@ensemblesolutions.com.au

We investigate all reports promptly. If any instance of modern slavery is identified, we will take immediate corrective action, including terminating contracts if necessary.

7. Monitoring and Review

This policy is reviewed annually by senior management and updated as needed to reflect changes in legislation, business practices, or risks.

Approved by:

Archival Garcia, Founder & CEO

Ensemble Solutions Pty Ltd

July 4, 2025