



365 ARCHITECHS

Modern Slavery Statement

FY2019-2020

Actions to assess and address modern slavery risks

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Foreword

Modern slavery describes situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom¹.

The Australian legislation² defines modern slavery as including trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services and the worst forms of child labour. The Australian Government estimates that there were 1,567 modern slavery victims in Australia between 2015 and 2017, yet Australians contribute to the enslavement of over 20 million people worldwide through the products we consume and trade³.

Target 8.7 of the United Nations Sustainable Development Goals, sets a target of eliminating modern slavery globally by 2030. 365 Architechs have published a statement on how we are playing our part in supporting this and other goals in our document *365 Architechs and the United Nations Sustainable Development Goals*.

As a small business, we lack the scale to have a significant impact on modern slavery in Australia, but we recognise our role to play in voicing our statement on Modern Slavery and in assessing our supply chain risks.

We encourage other small businesses to stand up, make a voluntary statement and do what they can to raise awareness and address modern slavery risks within their supply chain urgently.

A handwritten signature in black ink, appearing to read 'Tim Timchur'.

Tim Timchur

Managing Director
365 Architechs

¹ Commonwealth Modern Slavery Act 2018 Guidance for Reporting Entities

² Modern Slavery Act 2018

³ International Labour Organisation, 2012



Introduction

Modern slavery has severe consequences for victims and can occur in every industry and sector.

In 2018, Australia produced its first legislation to require large entities to report on their risks of modern slavery being present in their operations and supply chains. It requires certain businesses to publish annual Modern Slavery Statements to an online, central register. 365 Architechs are not required to report. However, we choose to do so.

This statement has not been formally submitted to the Australian Border Force but is available on our website to provide information about our supply chain risks and to voice our strong support for the eradication of slavery globally.

Modern slavery poses substantial reputational and legal risks for businesses and all shapes and sizes. A strong voice, voluntary reporting and transparency about operations and supply chains can help to raise awareness among our clients, suppliers, prospects and other entities as well as to reduce our risks support our commitment to being a good corporate citizen.

365 Architechs recognise our responsibility to respect human rights in our operations and supply chains.



About 365 Architechs

365 Architechs are a technology business started in 2013 in Queensland, Australia. We are 100% Australian-owned and although we primarily serve Australian small, corporate and non-profit organisations, we have clients spanning seven countries.

Our Values

We believe the following values are core to the work we do and the way we contribute to society and our community:



Professionalism

A culture of integrity, courage and governance underpin the services and solutions we deliver to our clients.



Innovation

We work hard to stay on top of emerging technologies and defend against cyber threats for the benefit of our clients.



Teamwork

We collaborate and partner with our clients to deliver innovative solutions that add value.

Our Mission

Our mission is to help our clients achieve their goals through technology as we:



Implement cloud platforms



Develop business applications



Proactively manage technology systems



Protect against cyber threats

Our mission is supported by four core beliefs:



We create stickiness with our clients through amazing service, not long-term contracts



We work to build internal capability in our clients' teams



We share our knowledge with our clients for their benefit



Your licences, data and systems belong to you

Our Operations

365 Architechs provides technology solutions based on the Microsoft cloud platform, inclusive of Microsoft 365, Dynamics 365 and Azure.

We deliver managed services, cybersecurity services, software development and project services that utilise artificial intelligence, robotic process automation and data analytics.



Operations Overview

Managed Services

On-going support and maintenance agreements to keep technology systems working at their optimum

Cybersecurity Services

Protection against cyberthreats together with security assessments, attack simulation, identity management and endpoint protection

Project Services

Project management, systems implementation, data migration, integration, data analytics and software development services to leverage technology in our clients' organisations

Our Supply Chain

As a small business, 365 Architechs manage a very small number of suppliers with a total spend less than \$1 million.

Virtually all our goods and services are purchased from domestic suppliers in Australia.

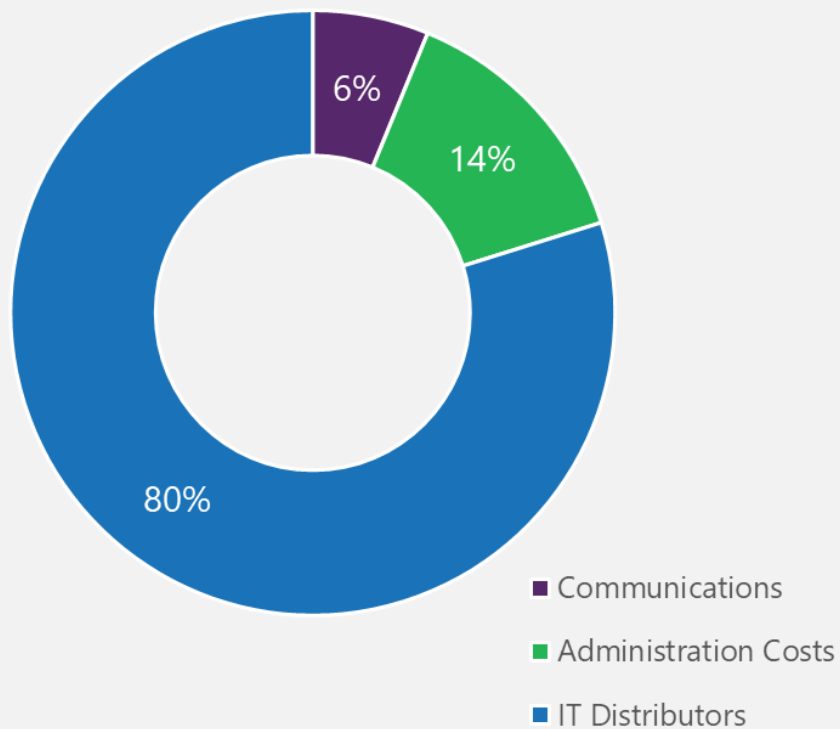
Categories of Spend

To deliver services to our clients and for our internal operations, we purchase goods and services from the following categories:

- Telecommunications providers
- Office administration suppliers
- IT distributors

We are committed to taking meaningful actions to ensure modern slavery does not exist in our organisation and supply chain.

Figure 1: Spend by Category



Modern Slavery Risks

Modern slavery exists in Australia, as it does in all countries around the world. It affects the lives of millions of people and threatens to undermine the productive societies and communities we live in today.

365 Architechs conducted a risk-based analysis of modern slavery risks from within our operations and also our supply chains. As a small business in Australia, our focus was on the supply chain of our significant expenditure items, and in particular, the suppliers of those direct suppliers.

Identified Risk Areas

Through our risk-based analysis, 365 Architechs identified potential risk areas as follows:

MEDIUM RISK	<p>Computer Hardware Procurement</p> <p>We purchase computer hardware such as desktop computers, laptops, notebooks and tablets from IT distributors, who ultimately purchase these from offshore manufacturers. It is possible that some of these manufacturers use trafficked persons, slavery, servitude, forced labour, deceptive recruiting practices or child labour in the production of these devices.</p> <p>We have assessed this as a medium risk, due to the competing factors that imported electronic devices are considered the top product at risk⁴ of modern slavery, offset by the major brand we purchase is a Tier 1 provider with a strong commitment to eliminating modern slavery risks from its operations and supply chain.</p>
MEDIUM RISK	<p>Software Licence Resales</p> <p>We purchase and resell software licences predominately from Microsoft. As such as large organisation with many offices in many countries, it is likely that there is some level of modern slavery risks within the operations and supply chain of Microsoft globally.</p> <p>We have assessed the modern slavery risk as medium due to the size and location of operations of this vendor.</p>
LOW RISK	<p>Offshore Contractors</p> <p>We occasionally utilise offshore contractors in developing some minor software components used within our solutions. We have little opportunity to assess the modern slavery risks that these contractors may have within their operations.</p> <p>Due to the very small scale of our use of these offshore resources, we have assessed the modern slavery risk as low.</p>

⁴ According to the 2018 Global Slavery Index Report *Modern Slavery: A hidden, everyday problem*.

Due Diligence and Remediation

365 Architechs have taken actions to assess and address modern slavery risks within our organisation and our supply chain.

Risk Assessments

We have taken steps to assess and mitigate risks through a risk assessment process including:

- Analysing our history of procurement practices with vendors
- Reviewing the statements made by our supply chain
- Considering the likely risks present within our operations and supply chain
- Documenting modern slavery risks and performing a risk assessment for each

Remediation Processes

We are committed to the protection of human rights within our operations and across our supply chain.

Employees, contractors and third parties are encouraged to contact our Managing Director directly to raise concerns or report any suspected or actual breaches of our policies including modern slavery in any of its forms.

Training and Education

Management have participated in modern slavery workshops for the oversight and management of modern slavery risks.

365 Architechs will provide further training to staff in the next reporting period to strengthen our recognition, prevention and response to modern slavery risks in our operations and supply chain.

Effective Measures

365 Architechs intend to develop metrics to monitor our progress on mitigating modern slavery risks within our operations and supply chain.

These are expected to include:

- The number of modern slavery risks identified and assessed
- The percentage of suppliers where we have contacted to understand their modern slavery risks
- The number of concerns raised or reports made in relation to modern slavery
- The percentage of team members trained in recognising, preventing and responding to modern slavery risks

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