



## MODERN SLAVERY STATEMENT

This voluntary Modern Slavery Statement has been prepared to demonstrate our commitment to the intent and purpose of the Modern Slavery Act 2018 (Cth) and other similar domestic and international laws.

### ABOUT US

LiveHire Limited (ASX:LVH) (**LiveHire**)<sup>1</sup> and LiveHire US, Inc. (**LiveHire US**)<sup>2</sup> (collectively, the **LiveHire Group**) operate across the Asia-Pacific, North America and internationally.<sup>3</sup>

LiveHire provides a cloud-based human resources Software-as-a-Service platform for sourcing, recruitment, productivity and internal mobility (the **LiveHire Solution**). Our clients are organisations such as private-sector businesses, universities, government departments, recruitment firms and staffing agencies, who use the LiveHire Solution to source, engage, track and assess candidates through the recruitment process.

You can read more about Our Story, Our Mission and Our Values at: [livehire.com/our-purpose](https://livehire.com/our-purpose)

### GOVERNANCE STRUCTURE

LiveHire is listed on the Australian Stock Exchange, with offices in Sydney, Melbourne, Perth and Miami FL; and is governed by a board comprised of executive and non-executive directors and other company officers. LiveHire US is a wholly owned and controlled subsidiary of LiveHire.

You can read about our Board of Directors at: [livehire.com/directors/](https://livehire.com/directors/)

Additional information can be found at: [livehire.com/governance/](https://livehire.com/governance/)

### WHAT IS MODERN SLAVERY?

The term 'modern slavery' is used to describe serious exploitation.

It describes situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom. Practices that may constitute modern slavery include human trafficking, slavery, servitude, forced labour, debt bondage, forced marriage and child labour.

You can read more on the Department of Home Affairs website at: [homeaffairs.gov.au/criminal-justice/](https://homeaffairs.gov.au/criminal-justice/)

### OUR COMMITMENT

The LiveHire Group is committed to acting ethically and with integrity in all its business dealings. As a corporate group that is actively growing on the global stage, we recognise that respecting and upholding human rights principles is fundamental in creating a fair, ethical, open, transparent and trusted business.

We are committed to identifying and addressing modern slavery in our supply chain and will continue to ensure we have appropriate checks and balances in place to identify and remediate areas of risk, including taking appropriate steps to ensure that the suppliers that we work have a similar commitment.

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<sup>1</sup> LiveHire (ACN 153 255 605) is an Australian Public Company incorporated under the Corporations Act 2001 (Cth).

<sup>2</sup> LiveHire US (EIN 84-859 1555) is a subsidiary of LiveHire incorporated under the General Corporation Law of Delaware.

<sup>3</sup> The LiveHire Group operates across Australia and the US; and the LiveHire Solution is currently made available to our clients located across the Asia-Pacific region and North America.

## **OUR OPERATIONS**

Our business involves developing, hosting, maintaining and promoting the LiveHire Solution; and our personnel are comprised of IT, technical and client support, legal, finance, human resources, business development, marketing and sales professionals.

The vast majority of our personnel are employed directly with their employment terms and conditions set out in employment contracts governed by Australian and US employment laws. LiveHire also outsources some technical and client support functions to a provider located in The Philippines.

Our employees work from our office premises and remotely from various locations across Australia and the US. During the COVID-19 public health crisis, our employees have generally worked remotely, as required by public health orders or applicable laws.

As a technology business, our supply chain predominately consists of other technology or software providers and professional services; based in Australia, the US and Europe.

## **MODERN SLAVERY RISK**

As a technology business with a professional workforce, the LiveHire Group considers the risk of modern slavery within its direct business operations to be low. However, we recognise that through our supply chains and third-party relationships, we may be indirectly exposed to the risk of modern slavery.

### **Risk of exposure to modern slavery**

We have conducted an initial assessment and analysis of our supply chain, to identify potential areas where the LiveHire Group could be exposed to modern slavery and human trafficking risk. The key areas identified to date include: (i) cleaning and security services employed by building owners or facilities managers for buildings occupied by us; (ii) procurement of office consumables; (iii) procurement of corporate clothing or print and promotional goods and services; and (iv) outsourced support services.

### **Actions taken to assess and address modern slavery risk**

We have inserted specific modern slavery questions into our due diligence processes, which allow us to assess a new supplier's modern slavery risks before we enter into a contractual relationship. Our contracting standards have been updated to require a contractual commitment from all relevant new suppliers, that they will comply with all applicable workplace laws, including laws relating to the payment of wages or entitlements, workplace health and safety, child labour, bonded labour and modern slavery.

We have also commenced a process to assess existing suppliers who have not previously been subject to our current due diligence processes and to obtain additional information and contractual commitments where appropriate. We have also proposed interviews and worksite visits to verify safe work conditions of the personnel of our outsourced service providers.

We are committed to completing a more comprehensive assessment and analysis of our supply chain throughout 2022, to identify potential areas where we could be indirectly exposed to modern slavery and human trafficking risk, including through third party relationships.

We have introduced a requirement that all LiveHire personnel will be required to undertake training in modern slavery laws and identifying modern slavery risk, prior to 31 March 2022 and periodically.

### **Assessing effectiveness of modern slavery risk management**

A key aspect of our approach to risk management, is identifying accountable personnel and requiring controls to be in place to meet our commitments; and to test our controls.

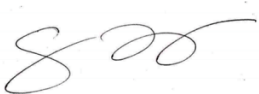
In order to monitor and assess the effectiveness of our current and proposed measures, we have assigned specific responsibilities to personnel within our business, including our executive officers and personnel from our compliance, legal and the human resources teams.

Additionally, LiveHire's Audit and Risk Management Committee (**Committee**) will conduct a periodic review to monitor compliance with our current and proposed measures.

We will prepare an engagement and reporting plan, to ensure our board will be briefed regarding (i) work under way to assess the potential for modern slavery risk in our supply chain; (ii) plans and progress related to modern slavery risk management; and (iii) actions being undertaken to manage the risk.

We will provide an update of the progress of our compliance efforts in an updated statement, which we expect to publish on or before 31 December 2022.

Our first voluntary Modern Slavery Statement was prepared by our compliance, legal and human resources teams, reviewed by the Committee and approved by our Chief Executive Officer.



Christy Forest

CEO and Executive Director

29 November 2021