

# AC3

## Modern Slavery Statement





## Reporting Entity

This Modern Slavery Statement submitted by Klikon Group Holdings Pty Ltd, ACN 167 162 987, a proprietary limited company registered under the Corporations Act 2001 (Cth), with its current registered office address at Level 7, 477 Pitt St, Haymarket NSW 2000, is prepared in accordance with the Australian *Modern Slavery Act 2018* (Cth) ("Act") for the reporting period from 1 July 2024 to 30 June 2025.

## Structure

Klikon Group Holdings Pty Ltd wholly-owns the Australian Centre for Advanced Computing & Communication Pty Ltd ("AC3" or "we" or "us" or "our"), ACN 095 046 923 and JDS Australia Pty Ltd as Trustee for the JDS Solutions Trust ACN 106 289 098 (JDS). During the reporting period Klikon Group Holdings Pty Ltd acquired JDS Australia Pty Ltd as Trustee for the JDS Solutions Trust ACN 106 289 098 (JDS).

AC3 is the main trading entity that carries on business within Australia. We consulted relevant companies we own or control in the development of this statement, noting that all entities owned by Klikon Group Holdings Pty Ltd are under the same management and director structure.

## Operations & Supply Chain

AC3 has been a provider of ICT solutions in Australia since its inception in 2000.

The AC3 group has achieved success and grown by adhering to its values of caring for its employees, customers, and partners. The AC3 group includes AC3, the primary trading entity operating in Australia, and Australian Centre for Advanced Computing and Communication NZ Pty Limited, the primary trading entity operating in New Zealand, with offices in Sydney, Melbourne, and Auckland. AC3 has 420 staff and 10 contractors located in Australia and five countries around the world. AC3 offers a full range of ICT services including:

- Managed Services
- Professional Services
- Consulting
- Resale of Hardware & Software
- Recruitment and Contracting Services

These services are supported by internal departments that underpin AC3 which include Sales, Marketing, People & Culture, Corporate Services, Office Support, Product, Corporate Technology Services, and Customer Experience.

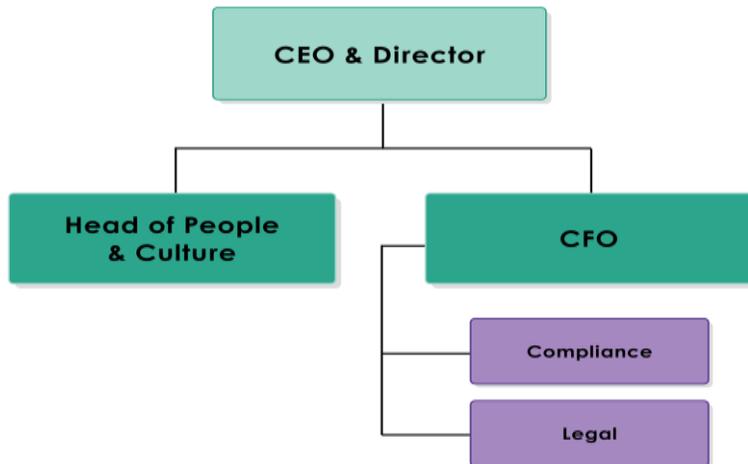
As a full-service provider of ICT solutions, AC3 has a wide and varied supply of resources that deliver services and support to customers. This supply includes the following streams:

- Employees - Individuals employed by AC3 under an employment agreement.
- Independent Contractors – Small businesses and individuals that contract AC3 for the provision of services and contingent labour.
- Commercial Property – Commercial property and associated services in Sydney, Melbourne & Auckland.
- Distributors – Local companies that distribute hardware, software, and associated services on behalf of vendors, suppliers, and manufacturers.
- Vendors – Including original manufacturers or suppliers of hardware, software, data centre services, telecommunications and all other suppliers and service providers.



## Governance Structure in Addressing Modern Slavery

AC3's CEO is ultimately accountable for modern slavery compliance, with a subset of executive leaders and their direct reports responsible for development and practical implementation of the relevant policies and programs. These executive leaders are outlined below:





## Policies

AC3 is committed to conducting business with integrity and respecting human rights and to building and fostering a culture in which employees, customers and suppliers are treated with honesty, respect, fairness, and courtesy. Our Code of Conduct and [Partner Code of Conduct](#) requires all employees, contractors, representatives, partners and suppliers who work with, for, or on behalf of AC3 to observe the highest standards of ethics, integrity, and behaviour during their engagement.

Further, AC3 is committed to opposing slavery in all forms and to planning and taking action to minimise the risk of modern slavery occurring in our operations and supply chains in accordance with our Modern Slavery Policy.

These policies set AC3's requirements for all individuals and entities working for or on behalf of AC3 including employees, contractors, suppliers, vendors, partners, and consultants with respect to compliance with the Act.

AC3's Whistleblower Policy provides a process that allows any individual to anonymously raise any concerns or make complaints about actual or suspected unethical, illegal, corrupt, fraudulent, and other undesirable conduct, including Modern Slavery.

AC3 also has several policies supporting rights of staff including policies regarding Anti-discrimination and Harassment, Grievance and Dispute Resolution, and Overtime Policy.

### Assessment and Management of Modern Slavery Risks

AC3 is an ICT service provider with a largely professional, majority Australian-based workforce. AC3 also maintains various employment policies and a strong, supportive culture for all staff. As such, AC3 considers the risk of modern slavery within its direct business operations to be low. However, we recognise the possibility of AC3 being directly or indirectly exposed to modern slavery risk across its operations through its supply chain.

AC3 primarily addresses the risks of modern slavery practices occurring in its operations and supply chain through its Modern Slavery Policy. This policy takes a risk and materiality approach to identifying and investigating potential modern slavery within our businesses operations and supply chain. The Policy also outlines how we mitigate, remediate, monitor, and report on modern slavery risks in our operations and supply chain.

### Risks in AC3's Operations

AC3's People & Culture team, along with internal and external legal counsel, perform regular reviews of employment contracts to ensure that AC3 is in full compliance with the *Fair Work Act 2009* (Cth), other relevant employment legislation, and are paying at least award wages in all cases.

### Risks in Acquisitions

In December 2024, JDS was acquired into the Klikon Group. As part of the integration, JDS vendors and partners were assessed, and either services ceased or moved to AC3. All remaining service providers were then subject to the same Modern Slavery, and onboarding reviews performed by AC3.

### Risks in AC3's Supply Chain

For FY2025, AC3 conducted an analysis of its supply chain using a materiality and risk approach. AC3 then completed an assessment of its top suppliers based on the output of the analysis. The assessment included a Modern Slavery Due Diligence Questionnaire and desktop research to gain an understanding of each supplier's approach, controls, identification procedures and mitigations in addressing modern slavery. All responses to the Modern Slavery Questionnaire were reviewed and deemed satisfactory.





One of the common features shared by AC3 and its direct suppliers (particularly those suppliers in the information technology industry) is that we source products and services from a worldwide network of suppliers. AC3 and our direct suppliers both note that modern slavery risks are more prominent in overseas countries (especially developing countries) and further down our supply chain. These risks included forced labour, child labour, human trafficking, non-local labour (who may be subject to risks such as passport withholding, excessive recruitment fees, etc.) and non-compliance with health and safety regulations.

AC3's suppliers address these risks through risk management programs (including proactive supply chain analysis), Modern Slavery working groups, ensuring the implementation and enforcement of policies and processes such as whistleblower and recruitment policies, emphasising the importance of compliance with labour laws, health and safety regulations, and ethical business practices, and working with their suppliers to remediate any identified modern slavery risks. Based on the due diligence, mitigations and corrective actions undertaken by AC3's suppliers, AC3 has determined that currently no actions are required by AC3 in relation to AC3's direct suppliers.

With an overarching goal to ensure a fair, safe, and ethical working environment within AC3 and throughout AC3's supply chain, AC3 is committed to consistent monitoring of our supply chain. Should any instances of modern slavery become apparent from our continuing assessments, AC3 will develop an action plan to support our suppliers in improving their process and policies in relation to modern slavery risks identified. If AC3's efforts to assist Suppliers with their compliance are unsuccessful due to a Supplier's unwillingness to comply with the Act, then AC3 will consider alternate suppliers that can provide the required products or services.

## FY2025 Actions

Over the past year, AC3 has implemented the following measures to improve our approach to assessing and mitigating modern slavery in our supply chain and AC3's business:

- Updated AC3's Modern Slavery Policy and Modern Slavery Questionnaire to reflect AC3's organisational and legal requirements
- Reviewed AC3's employment agreement and conducted checks to confirm that AC3 is meeting or exceeding all minimum employment conditions
- Continued our supplier selection process to ensure modern slavery due diligence is carried out during supplier evaluation
- Reviewed AC3's Partner terms and conditions to ensure modern slavery requirements are included and up-to-date
- Ensured that all new suppliers or those being renewed, read and agree to AC3's Partner Code of Conduct
- Ensured that all suppliers and partners AC3 retained from the JDS acquisition were assessed and onboarded following AC3's standard procedures
- Suppliers and partners AC3 retained from the JDS acquisition were included in AC3's Modern slavery assessment process
- AC3's Modern Slavery Committee continued to undertake regular meetings to monitor and address modern slavery risks, actions and activities
- Ensured modern slavery training was completed by all staff.
- Implemented weekly monitoring ensuring Modern Slavery training for new employees is completed as part of the employee onboarding requirements
- Reviewed AC3's existing modern slavery reporting mechanism for employees, suppliers, and other stakeholders
- Reviewed AC3's existing whistleblower reporting mechanism

## Assessing Action Effectiveness

AC3's Modern Slavery Committee assesses the effectiveness of AC3's actions, mitigations, and supplier assessments. The Committee meets quarterly to review current and past actions, business and supply chain mitigation and remediation activities, relevant policies, supplier and customer requests or issues and changes to relevant legal or organisational requirements.

These reviews enable AC3 to understand whether the actions AC3 is taking are effectively addressing modern slavery risks. Based on reviews, the Committee develops actions and engages with the wider AC3 business, and the supply chain where required, to implement actions.

## AC3's Modern Slavery Roadmap for FY2026

We are committed to continuous improvement of our processes and practices to eliminate modern slavery in our operations and supply chains. Over the next year, AC3 will be taking the following measures in relation to modern slavery:

- AC3 will continue to conduct regular risk assessments and audits on AC3's operations and on new and existing suppliers to identify and address potential instances of modern slavery
- Continue to include standard modern slavery compliance provisions in new agreements as contracts with existing suppliers are renewed
- Ensure training is completed by all AC3 staff as part of their onboarding obligations.
- Continue to monitor, evaluate, develop, and improve upon existing internal modern slavery compliance mechanisms, processes, and procedures, including via automation (where practical)
- Regularly review and update policies and procedures to ensure they are effective in preventing and addressing modern slavery within AC3 and its supply chain
- Continue to monitor developments in modern slavery legislation and best practices
- Uplift of supplier onboarding protocols to more robustly incorporate modern slavery considerations at the time of initial engagement with suppliers
- Consider developing measurable KPIs to help ensure our modern slavery policies and procedures are effective
- Review the membership of our Modern Slavery Committee to ensure our business coverage and expertise remains appropriate

This Statement was approved and signed by Simon Xistouris as the Sole Director and principal governing body of Klikon Group Holdings Pty Ltd and AC3 on 23 December 2025.

### Simon Xistouris

Sole Director of Klikon Group Holdings Pty Ltd and AC3



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AC3 Australia and New Zealand