

Modern Slavery Statement for Financial Year FY21

1. ISELECT LIMITED MODERN SLAVERY STATEMENT

This Modern Slavery Statement is made pursuant to the *Modern Slavery Act 2018* (Cth) (the **Act**) by iSelect Limited (**iSelect**) in respect of iSelect and its related bodies corporate (**iSelect Group**) and relates to the Australian financial year 1 July 2020 to 30 June 2021.

We consulted and are actively engaged with the relevant entities we own or control in the development of this statement.

iSelect has a zero-tolerance approach to any form of modern slavery. We acknowledge that slavery can occur in many forms as detailed in the Act including human trafficking, slavery, servitude, forced marriage, forced labour, debt bondage, child labour and deceptive recruiting. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

2. ABOUT OUR BUSINESS

iSelect is one of Australia's leading destinations for comparison and purchasing across insurance, utilities and personal finance products. Our vision is to make Australians' lives easier by helping them save time and effort.

As well as our flagship iSelect brand, the iSelect Group also owns energy comparison website Energy Watch. iSelect have also partnered with Fair Comparison, Lendi, Lifebroker, BizCover and Choosi, to provide personal finance, home loans, life insurance and income protection, business insurance and pet insurance respectively.

iSelect is based in Melbourne, Australia. Our customer contact centre is in the Melbourne suburb of Cheltenham and we also have compliance and IT support offices in Fiji, India and Philippines.

During the year, we purchased products and services in procurement categories including technology, business and professional services and marketing.

3. ISELECT'S POLICIES AND PRINCIPLES

iSelect has various policies which assist in managing a fair and equitable workplace that include the following:

- (a) iSelect Code of Conduct
- (b) Diversity and Inclusion Policy
- (c) Equal Employment Opportunity Policy
- (d) Whistleblower Policy
- (e) Tender & Outsourcing Policy:
- (f) Modern Slavery Policy

4. RISK IDENTIFICATION

At iSelect we are continually monitoring our risk profile and work to have appropriate controls in place. We aim to continue to identify our key areas of risk. iSelect has developed risk management processes to monitor, evaluate and mitigate potential risks of where we could be exposed to modern slavery.

This includes the evaluation of suppliers within our supply chain to identify low, medium and high risk. Risks considered throughout this assessment include country, sector, transaction value, business partnership and direct brand impact risks. The outcome of the risk assessments across the supply chain is used to categorise supplier engagements into Tier 1, Tier 2 and Tier 3 suppliers.

iSelect's risk management controls have not identified or provided any evidence or allegations of human trafficking/slavery activities against any of our suppliers, but if there was, then we would take action against the supplier and report it to the authorities.

5. **RISK MANAGEMENT AND DUE DILIGENCE**

To manage the risks of modern slavery in our supply chain, iSelect has undertaken the following measures:

- Documented and reviewed its anti-modern slavery policy;
- Audit key suppliers via a targeted questionnaire;
- Utilise a mandatory questionnaire to new Tier 1 and Tier 2 suppliers to enable an initial risk assessment;
- Maintenance of supplier engagement processes to capture and record more information about the individual suppliers;
- Conducted internal training to educate staff on the impacts and risks of modern slavery

6. **ONGOING ASSESSMENT OF RISK**

iSelect has a number of formal and informal feedback mechanisms across its operations and works hard to create a culture where employees can share their concerns. The success of the Policy Against Slavery and Trafficking in Person within our business and supply chain will be made apparent by the following measures:

- (a) training and capacity building of staff about modern slavery issues, measuring changes in awareness of risk, appropriate decision making and swift action as appropriate;
- (b) grievance procedures and whistle-blowing procedures for workers and employees if cases are suspected or found; and
- (c) visibility, leverage and oversight of suppliers in relevant goods and services supply chains.

iSelect recognises COVID-19 may have increased modern slavery risks in some of our operations and supply chains. Despite this, iSelect continued to engage with suppliers to mitigate the impact of COVID-19 and has implemented risk management processes to monitor, evaluate, assess and mitigate potential risks where we could be exposed to modern slavery. Once COVID-19 restrictions ease, planned onsite risk assessments will resume where it is practicable do so.

During FY21, iSelect continued its focus on gaining a better understanding of modern slavery risks and how such risks may be present in our operations and supply chains. This included identifying the effectiveness of processes implemented in FY20 and further enhancing our modern slavery frameworks, processes and controls to identify and manage associated risk. iSelect will continue to assess the effectiveness of the modern slavery framework by tracking outcomes of assessments, working closely with our suppliers and partners, monitoring the effectiveness of our controls, and undertaking internal governance processes.

7. **OUR TRAINING**

A key part of iSelect's anti-slavery and anti-human trafficking strategy is to promote workplace cultural changes through training. An annual enterprise wide training program was implemented in FY21 to all existing employees. All new employees are required to complete a tailored induction program, which includes educating them on modern slavery.

8. **LOOKING AHEAD**

iSelect recognises that tackling modern slavery requires a continuing year-on-year commitment. COVID-19 has continued to impact planned actions such as an onsite audit program and face to face training. It is anticipated these programs will resume once COVID-19 restrictions are lifted.

iSelect will continue to enhance existing procedures including due diligence processes for all new and existing suppliers, training and awareness programs for iSelect staff.

This statement was approved by the Board of iSelect Ltd on 8th December 2021.

Signed: 
Name: Brodie Arnhold (Chairman)
Date: 8 December 2021