MODERN SLAVERY STATEMENT

INTRODUCTION
Concentrix does not tolerate slavery or human trafficking in our organisation or in our supply chain. This statement sets out the steps that we have taken to eliminate, as far as possible, the risk of modern slavery and human trafficking taking place.

OUR BUSINESS
Concentrix, a business process services company, provides business-to-business services that help our customers and business partners grow and enhance their customer-engagement strategies. Headquartered in Fremont, California, United States and with global operations, Concentrix is an industry leader in providing customer engagement services.

OUR SUPPLY CHAINS
Our supply chains include suppliers of raw materials, components, manufactured materials, IT and other office equipment, staff and benefit services, professional services from our lawyers, accountants and other advisers, and office facilities services.

OUR POLICIES ON MODERN SLAVERY AND HUMAN TRAFFICKING
Our opposition to modern slavery and human trafficking is confirmed in our Code of Ethical Business Conduct found on our website here: https://1cfrby1cz8j13f7n4n67ss1-wpengine.netdna-ssl.com/wp-content/uploads/2019/05/CNX_Code_of_Ethics.pdf and our Supplier Code of Conduct found on our website here: https://www.concentrix.com/supplier-code-conduct/. These Codes reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to eliminate, as far as possible, the risk of modern slavery and human trafficking taking place anywhere in our business or supply chains.

PROCESSES FOR DETECTING AND AVOIDING MODERN SLAVERY AND HUMAN TRAFFICKING
As part of our efforts to identify and mitigate the risk of human slavery and human trafficking in our supply chains, we have sought all necessary assurances of compliance with the Modern Slavery Act 2018 (Cth). We have also adopted a Supplier Code of Conduct that we expect all of our suppliers to sign and follow.

Additionally, while we are confident that there is no modern slavery or human trafficking taking place within our direct organisation (due in part to our internal checking process and the skill level of employees we typically engage), we maintain vigilance over our supply chains, particularly areas where suppliers may rely on seasonal, low paid and low skilled workers, or in geographical areas identified as high risk for modern slavery or human trafficking. In instances where we identify such a risk, we will contact our existing suppliers in writing, reminding them of our values and ethical standards, and reiterating the expectations we have when working with them.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS
We have in place a supplier process which prohibits all suppliers from, directly or indirectly using, supporting, or engaging forced or compulsory labour or encouraging or supporting slavery or human trafficking. All supplier arrangements are governed by contract, the terms of which allow Concentrix to enforce its Supplier Code of Ethics, and its commitment to eradicating slavery and human trafficking, through audits, commercial pressure and contractual provisions.

TRAINING
To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and in our supply chains, we request our business partners to provide training to their staff and suppliers.

This statement is made pursuant to section 12 of the *Modern Slavery Act 2018* (Cth) and constitutes the Modern Slavery Statement of Concentrix dated 7 June 2019.
Concentrix Services Pty. Ltd.
(the “Company”)
ABN 63 166 171 991

CIRCULAR RESOLUTION OF DIRECTORS
under section 248A of the Corporations Act 2001 (Cth)

We, the undersigned, being all the Directors of the Company entitled to vote at a directors’ meeting of the Company, state that we are in favour of the resolutions set out below:

RESOLVED, that the Modern Slavery Statement Exhibit B, made pursuant to section 12 of the Modern Slavery Act 2018 (Cth) (the “Act”), dated 7 June 2019 is hereby approved, and that this Modern Slavery Statement be published on the Company’s website; and

RESOLVED FURTHER, that all things done, any action taken and documents executed and entered into by the officers and/or directors of the Company prior to the date of the foregoing resolution adopted hereby that are within the authority conferred thereby are hereby ratified, confirmed and approved as the acts and deeds of the Company. Likewise, all things done, any action taken and documents executed and entered into prior to this Resolution are hereby affirmed, confirmed and ratified.

IN WITNESS WHEREOF, the undersigned, have executed this unanimous written consent to be effective as of 7 June 2019.

Steven Linley Richie  Andre Scott Valentine  Adrian Christie
Director  Director  Director
Concentrix Services Pty. Ltd.
(the "Company")
ABN 63 166 171 991

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