

# IBISWorld Pty Ltd

# Modern Slavery

# Statement

2025 – 2026

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## 1. Introduction

This statement, made pursuant to section 13 of the Modern Slavery Act 2018 (Cth), is published on behalf of IBISWorld Pty Ltd. The purpose of this statement is to outline our approach to ensuring IBISWorld has comprehensive frameworks and processes in place to minimise the risks of modern slavery in our business operations and supply chain. IBISWorld is committed to identifying, assessing, and addressing the risk of modern slavery within all its business platforms. IBISWorld understands and acknowledges its obligations to protect human rights. In doing so, we will remain focused on and update risk management strategies to maintain, sustain, build trust, and mitigate risks in all business dealings and supply chain operations.

IBISWorld acknowledges that slavery can occur in many forms, as detailed in the Act, including human trafficking, slavery, servitude, forced marriage, forced labour, and child labour. IBISWorld seeks to do business with suppliers and other third parties with similar values, ethics, and sustainable business practices, including human rights and modern slavery.

## 2. About IBISWorld

Founded in Melbourne, Australia, in 1971, IBISWorld is a private company headquartered in Melbourne, Australia. IBISWorld is a global company that employs over 400 employees in five offices worldwide: Melbourne, New York, Los Angeles, London, and Frankfurt. IBISWorld's in-house analysts leverage economic, demographic, and market data, then add analytical and forward-looking insight, to help organisations of all types make better business decisions. IBISWorld provides trusted industry research on thousands of industries worldwide to corporate, academic, and government members. IBISWorld's supply chain mainly comprises the procurement of indirect goods and services, including technology (hardware, software, and cloud services), professional services, and office consumables. More information about the business can be found on the IBISWorld website: <https://www.ibisworld.com>.

### 3. Risk Identification

We remain focused on improving our compliance landscape and assessing the potential risk of modern slavery practices across operations and supply chains globally. IBISWorld does not manufacture or sell complex physical products and considers our operational risks in this area low. IBISWorld has a relatively simple supply chain that includes purchasing products and services needed for day-to-day business operations, including office supplies, employment of staff, external legal advice, leasing and management of office space, IT infrastructure and support services, and travel. The review of IBISWorld's supply chain revealed that there is a limited number of IBISWorld suppliers operating within high-risk sectors and industries on which it should focus its immediate efforts. For example, IBISWorld identified that there is a risk that it may contribute to modern slavery through its facilities management contracts for its offices globally. IBISWorld also identified some medium- and low-risk areas that may be part of future assessments. We have introduced a risk matrix that categorises suppliers by geography, industry, and service type. High-risk suppliers will be prioritised for audits and enhanced due diligence.

### 4. Risk Management and Due Diligence

IBISWorld is committed to maintaining ethical and responsible business practices across all aspects of its operations and supply chain. Our Corporate Responsibility and Code of Conduct policies serve as the foundation for this commitment, guiding employees to act with integrity, fairness, and compliance with applicable laws and regulations. This commits the business and its employees to:

- Act with honesty and integrity, and commit ourselves to the highest standards of conduct and ethical behaviour in all business activities
- Continually communicate clear pathways for reporting modern slavery risks through management structures and through our whistleblower policy.

- Have a dedicated grievance mechanism accessible to all stakeholders, including subcontracted workers, to report modern slavery concerns anonymously.
- Behave in accordance with all applicable laws and regulations in relevant jurisdictions
- Exercise fairness and equality in dealing with employees, clients, and suppliers
- Avoid conflicts of interest
- Develop and maintain sound systems for risk identification, minimisation, and control

IBISWorld takes all allegations seriously and appreciates the opportunity to address these issues responsibly and constructively. We conduct thorough internal investigations to commit to transparency, fairness, and integrity in our processes, actions, and operations. Violations of the principles set out in our Corporate Responsibility and Code of Conduct policies may result in disciplinary action, up to and including dismissal.

In response to the Modern Slavery Act 2018 (Cth), IBISWorld has taken a proactive and structured approach to identifying, mitigating, and managing modern slavery risks across its operations and supply chains. A dedicated cross-functional Modern Slavery Working Group was established in FY2020–21 to lead these efforts. This group has been instrumental in conducting risk assessments, implementing mitigation measures, and independently reviewing internal and external incident reports. Its work has directly influenced supplier engagement strategies and internal education programs.

In FY2021–22, IBISWorld launched a global Ethical Supplier Policy, reinforcing expectations for ethical conduct and workplace safety among suppliers and employees. This policy serves both as a commitment to high safety standards and as a communication tool to ensure all stakeholders understand IBISWorld's position on

ethical labour practices. Complementing this, a Whistleblower Policy was introduced to provide employees with a confidential mechanism for reporting concerns, further strengthening internal governance.

To enhance supplier due diligence, IBISWorld developed a comprehensive modern slavery questionnaire targeting high-risk, top-tier suppliers globally. These questionnaires assess supplier practices in areas such as labour standards, occupational health and safety, business ethics, quality management, and working conditions. Supplier responses are reviewed by the Modern Slavery Working Group and inform future engagement strategies, compliance measures, and risk mitigation actions.

IBISWorld has implemented Key Performance Indicators (KPIs) to monitor the effectiveness of its modern slavery initiatives. For the FY2022–23 reporting period, KPIs focused on increasing supplier response rates, expanding the reach of supplier agreements, and enhancing internal education. Modern slavery awareness was embedded into annual Equal Employment Opportunity (EEO) and Office Health & Safety training, and relevant clauses were added to Australian client contracts. The company's modern slavery statement was also published on its website to promote transparency.

During FY 2023–24, IBISWorld refined its supplier engagement strategy by reviewing all questionnaire responses and targeting Australian-operated suppliers to improve response rates. Continuous improvement remains a priority, with regular reviews of safety practices and active solicitation of employee feedback to inform necessary changes.

In FY2024–25, IBISWorld enhanced its risk governance framework by integrating members of the Modern Slavery Working Group into the IBISWorld Risk Management Group. This centralised body of global senior leaders is responsible for planning, coordinating, and overseeing all risk management activities across the organisation,

including those related to modern slavery. This strategic alignment fosters a more holistic and coordinated approach to risk management, ensuring that risks are assessed, monitored and mitigated alongside broader business risks. The collaboration also strengthens oversight and improves the accuracy of compliance tracking for the FY2025–26 period.

During the same reporting period, IBISWorld reviewed its employment documentation and confirmed that the Modern Slavery Statement was not included in the Standard Conditions of Employment. This decision was based on the document's intended purpose, which is to outline general employment terms and conditions. To maintain clarity and avoid duplication, modern slavery commitments are instead communicated through dedicated policies and training modules, which are more suitable channels for conveying compliance obligations and ethical standards.

IBISWorld remains committed to upholding the principles of the *Modern Slavery Act 2018 (Cth)* and continues to explore opportunities to strengthen its employment practices and employee awareness through targeted education and policy integration.

## 5. Ongoing Assessment of Risk

IBISWorld acknowledges that modern slavery is a complex and evolving issue requiring ongoing vigilance and collaboration. Since the introduction of the *Modern Slavery Act 2018 (Cth)*, the company has proactively strengthened its governance and risk management practices. To enhance oversight, members of the Modern Slavery Working Group have joined the IBISWorld Risk Management Group, comprising global senior leadership responsible for evaluating controls, coordinating mitigation strategies, and driving continuous improvement for our risk governance framework.

IBISWorld has implemented Key Performance Indicators (KPIs) to monitor the effectiveness of its modern slavery initiatives. While supplier response rates in FY 2024–

25 fell short of expectations, no incidents of modern slavery were identified or reported within IBISWorld's operations or supply chain during the period.

At the conclusion of the FY2024–25 reporting period, a comprehensive review confirmed that IBISWorld continues to be a low-risk employer, with no new risks detected. The company remains committed to proactive risk management and continuous improvement, ensuring alignment with regulatory and industry standards.

These metrics will guide ongoing efforts to monitor and enhance the effectiveness of IBISWorld's modern slavery response. The company remains dedicated to ethical labour practices, transparency, and the protection of human rights across its operations and supply chains.

## **6. Focus Areas for FY 2025–26**

To support our commitment to ethical business practices and compliance with the Modern Slavery Act, IBISWorld will prioritise the following focus areas during the reporting year 2025/26:

### **Employee Education and Awareness**

IBISWorld remains committed to promoting internal awareness of modern slavery through annual compliance training, updating our statement on our company's intranet. In FY 2025–26, we will enhance this by adding our modern slavery commitment to our AU Employee Handbook to strengthen understanding and compliance. All employees, including new hires, will review and acknowledge the Employee Handbook and its updates.

**Policy Review**

We will undertake annual reviews of our reporting procedures, ethical supplier and whistleblower policy to ensure they remain current, effective, and aligned with legislative and industry standards. Updates will reflect emerging risks, regulatory changes, and staff feedback.

**Supplier Outreach and Due Diligence**

A revised supplier engagement strategy will be implemented to strengthen response rates and promote compliance. This involves simplifying and digitising the supplier questionnaire to improve clarity and accessibility, establishing structured follow-up procedures, and distributing the questionnaire to all AU suppliers, regardless of revenue size, to attain a higher response rate and risk assessment.

**Key Performance Indicators (KPIs)**

For the FY 2025–26 reporting period, KPIs will focus on:

- Proportion of suppliers evaluated for modern slavery risk
- Improvement in the completion rate of modern slavery questionnaires
- Number of internal training sessions conducted to raise modern slavery awareness
- Number of modern slavery-related incidents reported and resolved within IBISWorld's operations and supply chain
- Number of modern slavery risks identified and mitigated

## 7. Ongoing Commitment

Managing modern slavery risks is a continuous process that requires discipline, transparency, and proactive governance. IBISWorld remains committed to preventing and addressing any potential contribution to modern slavery globally. Our approach includes:

- Monitoring emerging risks and changes in the global risk landscape
- Staying informed of regulatory developments and guidance
- Auditing supply chain practices and taking corrective action where necessary
- Maintaining robust reporting and compliance processes

IBISWorld adopts a continual improvement approach to all business operations and will, therefore, monitor the development of new regulations or guidance relating to the prevention of modern slavery and human trafficking to ensure the business's processes and policies remain current and compliant.

## 8. Consultation with Other Entities

In preparing this statement, IBISWorld consulted with representatives from all entities under its control globally, as outlined in Appendix A. These consultations focused on the Modern Slavery Act's requirements, planned actions for the reporting year, and feedback from each entity to ensure a consistent and coordinated approach.



Karen Dobie  
Chief Executive Officer

## Appendix A

