
Human Rights and Modern Slavery Statement

Treating all persons with respect

Unisys aims to act as a responsible employer globally, acting fairly in its labour and employment activities, and to conduct business in an ethical and sustainable way for its stakeholders including employees, customers, partners, and across the supply chain.

Labor and Human Rights

In line with the UN Guiding Principles on Business and Human Rights, Unisys Corporation, including all of its worldwide subsidiaries (“Unisys”) bases its human rights policy commitment on the International Bill of Rights and the International Labor Organisation’s Declaration on the Fundamental Principles and Rights at Work. This commitment is strengthened through the [Unisys Global Code of Ethics and Business Conduct](#), [Business Partner Code of Business Conduct](#), [Diversity, Equity and Inclusion Position Statement](#) and [Supplier Diversity Program](#), validated by the Unisys Board of Directors which encapsulate Unisys’ internal policies, practices and procedures, coupled with periodic training of all associates.

Therefore, Unisys prohibits the use of any and all forms of child, forced or involuntary labor (as further described in our Modern Slavery Statement (below)): all employment must, in accordance with local law, be freely chosen and comply with applicable employment laws which include appropriate wage, reasonable work hours, compensation, overtime, benefits, paid holidays. Unisys further recognizes the right to freedom of association and collective bargaining for all associates.

Through Unisys’ internal programs and via associate representatives in certain jurisdictions, Unisys aims to achieve open communications with associates globally across various channels. In the event that concerns are identified or made aware to Unisys, these will be investigated and addressed. Where necessary, corrective action will be taken.

Modern Slavery and Human Trafficking: Treating all persons with respect

Unisys is pleased to present our Modern Slavery and Human Trafficking Statement for the financial year January 1, 2023 to December 31, 2023. Unisys strongly opposes slavery and human trafficking and will not knowingly support or conduct business with any organization involved in such activities.

This statement covers the actions Unisys has taken to ensure a zero-tolerance position towards modern slavery and human trafficking within any part of Unisys business or in any part of the Unisys supply chain.

Headquartered in Blue Bell, Pennsylvania, Unisys is a global information technology company that specializes in providing industry-focused solutions integrated with leading-edge security to clients in the government, financial services, and commercial markets. Unisys offerings include security solutions, advanced data analytics, cloud and infrastructure services, and application server software. Founded in 1816, Unisys has a proud history of innovation enhancing people's lives. Unisys is a publicly-traded company and is listed on the New York Stock Exchange under the trading symbol UIS.

Unisys Modern Slavery and Human Trafficking Statement

Unisys respects individual human rights and requires that our business partners do the same. We recognize our responsibility to protect human rights globally and to provide a fair and ethical workplace for our associates.

Unisys does not engage in or permit, condone or otherwise accept the use of child labor or any form of slavery and/or human trafficking by its associates, business partners, agents, or other entities with whom Unisys does business.

Therefore, all forms of slavery, human trafficking, forced labor, and child labor as defined by applicable law are prohibited within the Company's operations, including in our supply chain.

Unisys Commitment

The Unisys commitment to treating all persons with respect and preventing modern slavery and human trafficking is reinforced by these actions:

-
1. Statements against human trafficking, forced labor, and child labor consistent with this statement in the [Unisys Code of Ethics and Business Conduct](#) and our [Business Partner Code of Conduct](#). Compliance with our Business Partner Code of Conduct is a requirement of our standard agreement with suppliers, including subcontractors.
 2. Compliance with all local and international labor laws where we do business and operate.
 3. Due diligence on its existing and future potential third-party business partners to screen for existing or potential human trafficking violations.
 4. A [Unisys Compliance Helpline](#) for our associates, business partners, and third parties to obtain guidance on potential ethics issues or to report any ethics violations. Reports are handled by the Compliance & Ethics Office in confidence and with a commitment to protect reporting parties from retaliation.
 5. Associates complete mandatory annual training and certification of compliance with our Code of Ethics and Business Conduct.
 6. Targeted training on human trafficking risks, and awareness communications to all associates annually.

In our limited manufacturing operations, Unisys is committed to obtaining parts and supplies from businesses that share our values regarding human rights and ethical practices. We evaluate suppliers of Conflict Minerals and report on our evaluations in our [Conflict Minerals report](#).

The Modern Slavery Act 2018 (Cth)

Reporting entity

For the purposes of the *Modern Slavery Act 2018* (Cth) the reporting entity is Unisys Australia Pty Limited (ACN: 105 642 902) ("Unisys Australia").

Structure, operations and supply chains

The information set out earlier in this statement in relation to Unisys' stance on modern slavery and its operations applies to Unisys Australia for financial year 1 January 2023 to 31 December 2023 ("Statement Period"). Some additional information is set out below.

Unisys Australia is a wholly owned subsidiary of Unisys Corporation. During the Statement Period, Unisys Australia had one subsidiary, Unisys Mortgage Processing (No. 1) Pty Ltd (which conducts mortgage processing operations).

Unisys Australia has approximately 762 associates (employees) and has offices in Canberra, Melbourne, and Sydney (where its head office is located).

Unisys Australia delivers secure digital solutions to businesses and governments. In order to develop and deliver our solutions, Unisys Australia partners with, and sources from a large number and broad type of suppliers, ranging from those who provide office supplies, or skilled labour, as well as high-end physical and cloud delivered technologies.

Technical, Professional and other Labour services represent the largest segments of our 3rd party expenditure in Australia, with forty-five percent of Unisys Australia’s annual spend of A\$78.2M disbursed in the Statement Period belonging to these. IT & Telecommunications supply is the next largest grouping, covering 35.3% of our annual spend, and then Corporate & Workplace services (including our property leases and costs of facility operations) holding the remainder.

The table below shows the proportional breakdown of supplier expenditures by spend group for the Statement Period:

[Spend] Category Group	% Total	
06 LABOR SERVICES	29.9%	} 45.0%
05 PROF. SERVICES	15.1%	
02 IT HARDWARE	21.7%	} 35.3%
04 SOFTWARE	12.0%	
08 TELECOMMUNICATIONS	1.6%	
07 WORKPLACE SERVICES	9.7%	} 19.7%
03 CORP SERVICES	8.7%	
00 NON PURCHASING	1.3%	
Grand Total	100.00%	

Over 95% of Unisys Australia’s spend in the Statement Period, and the clear majority of our first tier spend was paid to business partner entities who are also based in Australia. The remaining 4.7% of the spend tapers off quickly, with disbursements to the U.S. (2.48%) the only market capturing more than 1% of our spend in the period.

More detail is shown in the figures below:

Vendor Country	% Total
Australia	95.31%
United States	2.48%
United Kingdom	0.84%
Canada	0.59%
Singapore	0.26%
Germany	0.22%
India	0.12%
Netherlands	0.11%
New Zealand	0.04%
Ireland	0.02%
Taiwan	0.01%
Samoa	0.01%
Grand Total	100.00%

Risks of modern slavery practices in our operations and supply chains (and in the operations and supply chains of any entities we own or control)

Unisys Australia and its subsidiary is not involved with the manufacture of products, and do not have particularly long or complex supply chains or distribution channels. The nature of our business and the advanced solutions we provide to customers means we are typically employing and sourcing highly skilled labour and professional services from the local marketplace. We do also source products and technologies and some risks of modern slavery may be present in the manufacturing or distribution of these products. However, these products and technologies are sourced only from reputable and established business partners and suppliers which complement our skills, and finish our solutions, and we do this only after a full and multi-faceted due diligence process is carried out on new and renewed sources of supply to our operations. In this due diligence we carefully review the legitimacy, stability and reputation of our potential business

partners, including the examination of any potential red flags on the conduct of these businesses, their shareholders and management team. We consider the risk of modern slavery practices being present in our limited supply chains to be very low.

Actions taken by us and any entities we own or control to address risks, including due diligence and remediation processes

The information set out earlier in this statement relating to Unisys' commitments and actions taken to assess and address instances of modern slavery (including in relation to the due diligence of third party business partners) applies to Unisys Australia. In line with Unisys' commitments we confirm that we would take all appropriate steps to rectify any confirmed incidences of modern slavery in our operations or supply chains. Unisys Australia would work collaboratively with its suppliers and, if necessary, their suppliers, to achieve these goals.

Assessing the effectiveness of actions taken

Unisys Australia periodically reviews all its processes, procedures and policies to ensure they remain up to date, effective and as close to best practice as we are able to achieve.

As referenced above, our associates complete mandatory annual training and certification of compliance with our Code of Ethics and Business Conduct. A Unisys Compliance Helpline is made available and is promoted to our associates, business partners, and third parties as a means for obtaining guidance on potential ethics issues, or to report any ethics violations. For the Statement Period, no modern slavery complaint has been reported to the Unisys Compliance Helpline.

Consultation

Unisys Australia is a well-integrated business. The same practices and procedures regarding responsible business, ethics and compliance apply to the affiliates in our group at a global and local level. We have communicated with the entities which we own and control regarding this statement and our approach to modern slavery noting they are subject to the same codes and processes as set out in this statement.

Approval

This statement is made in accordance with section 13 of the *Modern Slavery Act 2018* (Cth).

This statement was approved by the Board of Directors of Unisys Australia Pty Limited on 30 June 2024



.....
Signed for and on behalf of Unisys Australia Pty Limited

Richard Mayhew

Director, Unisys Australia Pty Limited