



# SUSTAINABILITY REPORT 2024

BRAVURA SOLUTIONS LIMITED  
ABN 54 164 391 128

Together we create technology that  
reshapes how organisations and people prosper.



**bravura**  
solutions

# INTRODUCTION

Welcome to our inaugural Sustainability Report. This document underscores our commitment to supporting our people, our customers, our communities, and our environment.

It complements our Annual Report and Corporate Governance Statement and outlines other environmental, social and governance (ESG) related reports and disclosures regarding our sustainability efforts and achievements for the 2024 financial year.

Our report also includes future targets and goals made in good faith that we will strive to achieve and will be updated as needed to consider the social, financial and business context at the relevant point in time.

A reference to Bravura Solutions, Bravura, we or our is a reference to Bravura Solutions Limited ACN 164 391 128 and its subsidiaries, as appropriate.

# ABOUT BRAVURA

**At Bravura Solutions, software is at the heart of everything we do. We develop innovative technology solutions that are mission-critical to some of the world's leading financial institutions.**

We are driven by our corporate purpose – together we create technology that reshapes how organisations and people prosper.

We do this by developing cutting-edge software solutions that become the vital engine powering businesses across the wealth management, pensions and funds administration sectors.

With over 30 years of experience and US\$6 trillion in assets under administration (AUA) entrusted to our systems, our next generation software solutions help clients:

- increase operational and cost efficiency;
- enhance their ability to innovate and grow;
- minimise their risk, and
- enable them to provide an enhanced level of customer service.

Our team across Australia, New Zealand, United Kingdom, Europe, Africa, India and Asia, supports a rapidly growing client base.

Using our global scale and local expertise, combined with our innovative modern technology, Bravura Solutions helps drive and transform the world's leading financial services businesses, today and for the future.

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# SUPPORTING OUR PEOPLE



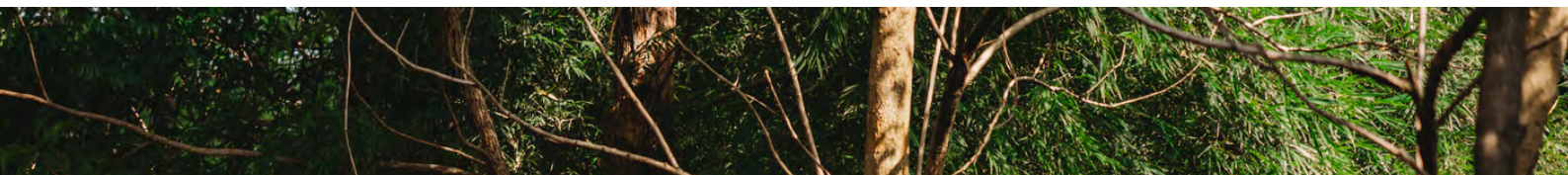
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## DIVERSITY, EQUITY AND INCLUSION

Bravura Solutions is committed to providing and promoting a corporate culture which embraces diversity, equity and inclusion. We aim to do this via:

- promoting the principles of merit and fairness when making decisions about recruitment, development, promotion, remuneration and flexible work arrangements;
- having an overall transparent process for the review and appointment of Executive positions and Board members;
- recruiting from a diverse pool of qualified candidates. Where appropriate, this will involve engaging a professional search/recruitment firm, advertising vacancies widely, making efforts to identify prospective employees who have diversity attributes and ensuring diversity of members on the selection/interview panel when evaluating and appointing new employees (including Executives) and new Board members;
- embedding the importance of diversity within Bravura Solutions' culture by encouraging and fostering a commitment to diversity by leaders at all levels whilst recognising that diversity is the responsibility of all employees;
- recognising that employees may have family, community, religious or other responsibilities and providing flexible arrangements where appropriate;
- continuing to review and develop policies and procedures to promote diversity, equity and inclusion within the organisation; and
- reinforcing with our people that to have a properly functioning and diverse workplace, discrimination, harassment, vilification and victimisation will not be tolerated within Bravura Solutions. This is supported by the adoption of a Respectful Workplace Policy, targeted communications to our people, and annual mandatory anti-bullying and anti-discrimination training.

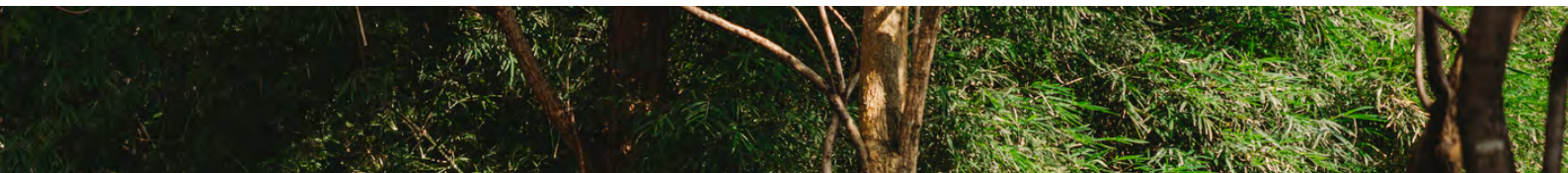




## DEI KEY INITIATIVES & PROGRAMS

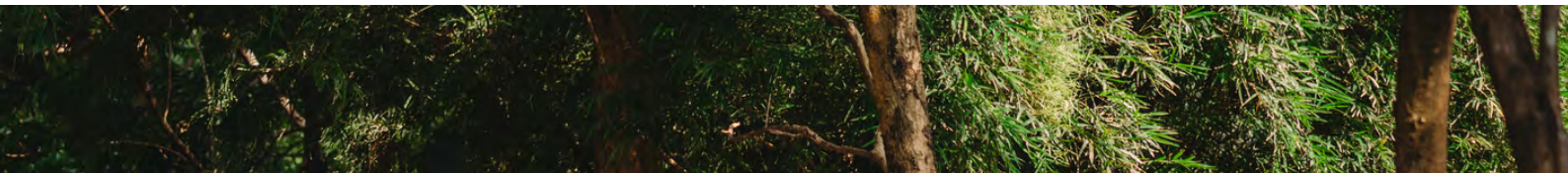
Launched in 2020 Bravura Solutions' business-led DEI (Diversity, Equity and Inclusion) program has six key pillars comprising gender, LGBTQ+, neurodiversity, race & ethnicity, disability and social mobility which is underpinned by our mental health agenda. Under each of these pillars, different initiatives have been introduced to promote inclusion and encourage diversity and equity across all our operating locations. Examples of these initiatives include:

- reviewing our existing talent acquisition practices and implementing changes. These include removing gendered descriptions in all Bravura Solutions' job descriptions and recruitment policies to ensure the language used would not deter anyone from applying for roles, promoting gender balanced interview panels and candidate shortlists where possible, and refining decision-making criteria based on role related competencies;
- engaging in external partnerships to receive specialised consulting, training, resources and benchmarking to create a fully inclusive workplace environment, including memberships with MindForward Alliance, Inclusive Employers, Hidden Disabilities Sunflower and Stonewall;
- demonstrating public commitment to diversity, equity and inclusion through being a signatory to a number of charters, including the Poland Diversity Charter and the Women in Law pledge – all of which seek to address inclusivity within our regions and industry;
- undertaking external accreditation assessments with leading organisations, including MindForward Alliance, Stonewall, the Disability Confident employer scheme and the UK Social Mobility Index, and conducting a global survey to form a quantifiable baseline that allows us to track progress over time and identify areas of improvement;
- the Diversity, Equity & Inclusion Leadership Team comprising senior business leaders chosen from locations in which Bravura Solutions operates. The leadership team actively drive Bravura Solutions' ongoing efforts to promote diversity across the core pillars;
- establishing a coalition of employees across our core diversity pillars to consult with on matters relating to diversity and inclusion and to drive dedicated initiatives within each pillar network;





- increasing awareness and education through corporate communications, including regular newsletters and online and in-person events dedicated to diverse storytelling from our people and external partners;
- organising events to celebrate and raise awareness of significant diversity events including International Women's Day, International Men's Day, Cultural Day, PRIDE, Diwali, Windrush, World Diabetes Day, Carers Week and various mental health awareness campaigns (such as Mental Health Awareness Week in the UK and R U OK? Day in Australia). Various initiatives have been undertaken across regions including educational webinars, guest speakers, shared lunches, and virtual and in person celebrations;
- building external partnerships to support community action in relation to diversity, equity and inclusion, including the donation of IT equipment and office meeting space, as well as providing voluntary career coaching and interview practice to students in socio-economically disadvantaged areas;
- providing work experience and interview support to candidates from minority and/or disadvantaged groups, through our partnership with social mobility charity Leadership Through Sport and Business;
- investment in our people in relation to diversity, equity and inclusion, including training of mentors, active allyship training for network volunteers, inclusive leadership and mental health awareness training;
- providing forums such as Bravura Solutions' Women's Network Forum (known as bEmpowered) in each region to drive local gender diversity priorities with a global overarching mission to empower women to fulfil their potential through wellbeing, opportunity, increased confidence and education; and
- making available a 'Parental Leave Toolkit' as a framework to facilitate discussions between managers and employees taking parental leave. Also making available parenting mentors, who volunteer their time to support fellow employees transition to and back from parental leave. These programs are offer additional support outside of the parental leave policies tailored to requirements within each jurisdiction.





## GENDER PAY REPORTING & GENDER EQUALITY

Bravura Solutions is committed to transparency in reporting and closing the gender pay gap. We have submitted our UK Gender Pay Gap Report in 2024 in compliance with the UK legislation and submitted our annual gender equality report in compliance with the Workplace Gender and Equality Act (Cth) in Australia.

We have set a gender target across the business of 40% female, 40% male and 20% any gender, to be achieved by the end of financial year 2027. Further information about our gender diversity targets can be found in our Corporate Governance Statement.

Our initiatives to support gender equality in the workforce are outlined in the diversity, equity and inclusion section of this report.

## SUPPORTING OUR PEOPLE – HEALTH AND WELLBEING

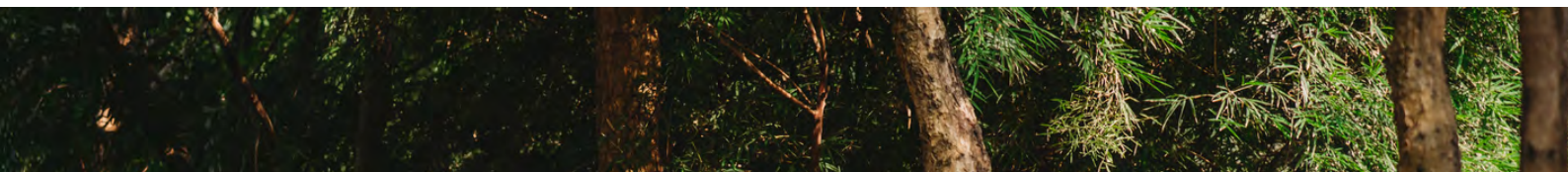
Employee wellbeing is of vital importance to Bravura Solutions and we have introduced various wellness measures to support our people. These include regular bWell ‘drop-ins’ and mental health awareness campaigns, including collaborating with our clients on specific events.

Bravura Solutions has invested in training Mental Health First Aiders and Workplace Mental Health Champions to support mental wellbeing in the workplace and reduce the stigma that is often associated with poor mental health. These are just some of the initiatives that underpin our prospective approach to wellbeing and complement our existing Employee Assistance Programmes. Bravura Solutions’ mental health agenda has recently received the “Excelling” accreditation in MindForward Alliance’s 2023 Thriving at Work Assessment.

Bravura Solutions has implemented a global desk booking system and region-specific remote work compliance to further support the physical and mental wellbeing of employees as we have a hybrid working environment.

## EMPLOYEE ATTRACTION, RETENTION AND ENGAGEMENT

To support two-way dialogue with our people and create a supportive, inclusive, and productive work environment for everyone, we undertake an annual employee engagement survey.







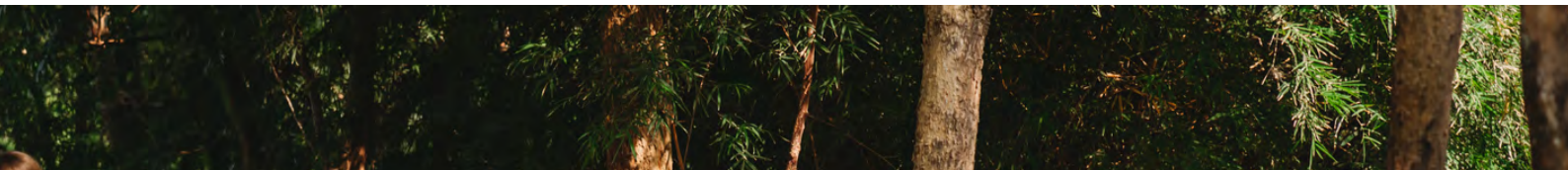
The purpose of this anonymous survey is to better understand how our people are feeling and thinking with regards to our strategy, culture, processes, and the future of the organisation. The survey measures the health of our organisation and the results provide insights into the areas where we can positively influence engagement, drive meaningful change and inform priorities relating to employee engagement. In addition, regular “pulse” checks ensure that we can measure progress, identify trends and ensure that engagement action plans and activities are making an impact on our people, and contributing to overall engagement.

The Executive Leadership Team reviews the results and engage with teams on key priorities to address. We also share the headline survey results with all of our employees and issue open invites for colleagues to join focus groups to further understand employee sentiments and contribute to designing solutions. Our 2023 engagement survey identified five key areas we wanted to focus on, and we have implemented several changes and initiatives:

- 01 Meaningful Career:** bBrilliant, our enhanced annual talent process, to provide new ways of setting goals and career development plans, anytime feedback and coaching and development.
- 02 Strategy into Action:** Launched our revised strategy to the business with regular updates delivered both in person and virtually through town halls, lunch & learn sessions, regular video communication, etc.
- 03 Great Place to Work:** For the second year in a row, Bravura Solutions India has been recognised as a “Great Place to Work” by the GPTW Institute. Also, a working group has been established to focus on a New Starter Onboarding Program to improve the employee onboarding experience.
- 04 Connected and Empowered Leaders:** Global launch and rollout of Lead to Succeed for Bravura Solutions’ People Managers. Regular monthly SLT forum to connect our senior leadership and monthly “Coffee with...” sessions for colleagues to have conversations with our Executive Leadership Team.
- 05 Celebrate Success:** Working group established to focus on recognition initiatives and Bravo Awards. We also launched the monthly #OneBravura newsletter to celebrate our successes, as well as sharing regular video interviews of client wins and stories.

Employees are kept informed on all aspects of our business through regular, consistent communication including newsletters and regular Town Hall sessions.

Employees are entitled to two paid volunteer days to provide any form of social care or support including to family, friends, communities and to support home-schooling.





## EMPLOYEE DEVELOPMENT

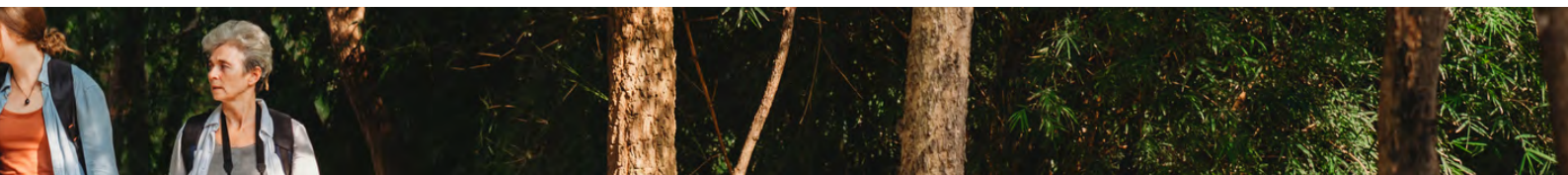
Bravura Solutions strives for a high-performance culture to deliver market-leading technology solutions. Goal Setting and Performance review completion stats are reported regularly to the Executive Leadership Team during the stages of our performance cycle known as the bBrilliant process.

Our bBrilliant annual talent process empowers all our people to drive their career and development, be their best and be brilliant. The process is underpinned by five essential elements:

- A “One Bravura” consistent process
- Clear expectations, goals and measures
- Anytime, specific and constructive feedback
- Meaningful performance, development and career discussions
- Recognises contribution, and demonstration of our values.

The process commences with the business sharing organisational goals and key results, and each team member setting personal goals and future-focussed development goals. Individuals are supported throughout the year with continuous coaching and anytime feedback from their manager, recognition from others and continuous development to achieve their goals. The process concludes with all team members having an appraisal that provides the opportunity to evaluate performance and contribution, demonstration of the values, celebrate achievements, and receive meaningful feedback for continued development.

Our annual strategic talent review allows us to take a holistic view of talent across our organisation to better understand, prepare and nurture Bravura Solutions workforce for the future. The talent review explores people insights, and development opportunities that feed into strategic people plans, talent and engagement initiatives. It also identifies development opportunities and focuses on succession planning for critical roles and senior leadership positions.





## IDENTIFICATION OF STRATEGIC TRAINING NEEDS

Building skills and competencies fit for today and the future is central to our talent strategy, and our inclusive culture supports all team members to grow personally and professionally while building a career at Bravura Solutions.

We take a holistic approach to learning and career development, encouraging our people to set ambitious development goals, continuously learn, and excel in their professional journeys. We make significant investment in developing our people, ensuring they are skilled and certified in technology and industry methodologies and frameworks, have the right soft skills, and are developed as leaders. We offer learning in digital and classroom formats and embed learning in the flow of work which allows our people to build practical skills and receive real-time feedback.

In 2024 we selected LinkedIn Learning as our enterprise-wide development solution to equip our workforce with critical skills and capabilities needed to drive efficiency, support innovation, and achieve our strategic goals, with speed and at scale. The platform provides flexible and personal learning opportunities, ensuring that our employees are equipped with the latest technical, leadership, and core skills needed to excel in their roles.

Our team members maintain Bravura Solutions' rigorous compliance standards by undertaking regulatory and compliance scenario-based learning and assessments on an annual basis, comprising of 11 mandatory modules of up to five hours of content in total. In addition, specialist training known as the "Sonata Developer Security Program" is provided for software engineers to enhance skills around software development particularly with respect to information security around our flagship product, Sonata.

The Bravura Career Framework empowers our people to own their career and learning pathway. Whether this means vertical or lateral progression, exploring other job families, people management or mastery in their current role, the framework outlines the competencies and skills needed, and defines a path for our people to have a long and rewarding career at Bravura Solutions.





# CARING FOR OUR ENVIRONMENT

## 13 Environmental management

## 14 Our emissions and environmental targets for the future

Bravura Solutions is committed to taking a sustainable approach, where possible, to its operations, projects and business practices to create the best long-term outcomes for its stakeholders, which include our people, investors, communities and clients. This is evidenced through the integrated manner in which environmental risks are monitored and mitigated across the operations and territories in which we conduct business. The Board and management have oversight and take an active role in assessing and managing all risks to the business including environment-related (such as climate) risks and opportunities whilst attempting to identify potential impacts to our strategic and financial planning.



## ENVIRONMENTAL MANAGEMENT

The core business activities of Bravura Solutions produce a relatively low environmental impact other than through travel, energy and consumables. Notwithstanding this, Bravura Solutions seeks to improve its environmental impact through office-based initiatives. These include:

- our Environmental Management System, which includes our Environmental policy and relevant procedures to maintain, monitor and improve our sustainability;
- we are certified in ISO 14001:2015 'Environmental Management System' and report on Greenhouse Gas (GHG) Emissions and set reduction targets by the end of each financial year;
- actively recycling and managing waste from offices, including seeking unique avenues for difficult to recycle elements (such as printer cartridges ). We are working towards ensuring all food waste goes to anerobic digestors rather than landfill;
- promoting sustainable office practices, including the introduction of office lights turning off automatically, printers' default settings being double sided to reduce paper waste, black and white printing to save colour toners and the use of recycled paper for our printers. All newly installed dish washers and fridges are rated by their respective manufacturers as being energy efficient;
- providing dining areas with glasses, crockery and cutlery to enable reuse and to reduce single use plastic waste;
- utilising video and teleconferencing technology as the preferred method for conducting meetings and sharing of presentations digitally rather than in physical form;
- using capsule recycling schemes for coffee machines that use pods;
- only travelling when necessary and encouraging trains over planes, where possible;
- removing artificial plants throughout the offices and using natural plants instead; and
- developing a hybrid working policy and encouraging individuals to reduce transport-related carbon usage.

COVID-19 had a significant impact on both the availability and safety of international travel for our employees. As a result, we have seen significant uptake in online collaborative working.



## OUR EMISSIONS AND ENVIRONMENTAL TARGETS FOR THE FUTURE

We have reviewed our GHG Emissions and determined that our biggest contributors to GHG are lighting, energy consumption, heating/air conditioning and travel. In accordance with the UK regulatory requirements, we have collected our electricity, gas, heating and air conditioning invoices to determine the calculations of our GHG emissions for FY23. To calculate our travel emissions in the UK we have:

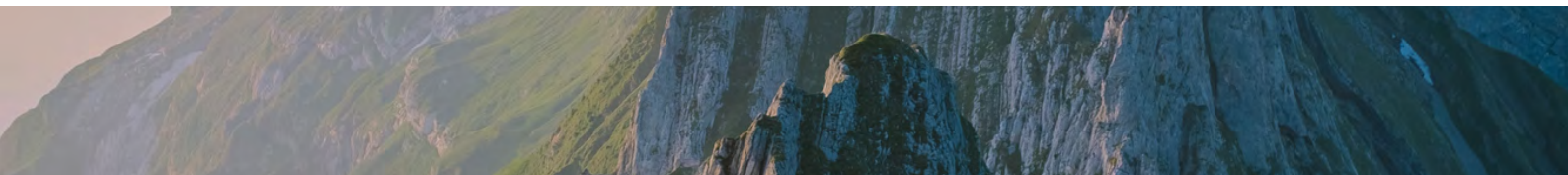
- Gathered information about travel via car and divided the total number of vehicle miles by the average miles per gallon using emission factors provided by Department for Environment, Food and Rural Affairs (Defra).
- Gathered information on train travel and converted spend data to emission using emission factors provided by Defra.
- For air travel, we are provided data from our travel partners and used the 'Market Based Emissions Factors' to calculate air based GHG emissions.

Based on the data collected and our calculations, we determined that our energy consumption was 64.42 tonnes of CO<sub>2</sub> and global travel was 98 tonnes of CO<sub>2</sub> being a total GHG of 162.42 tonnes of CO<sub>2</sub>. Our intensity ratios are calculated by our total CO<sub>2</sub> divided by our floor space in square meters which generated an office intensity ration per metre squared of 0.05 for FY23 (noting FY24 was not available at the time of publishing this report and is reported in or around September). The intensity ratios have been calculated based on offices operated by our reporting entities in accordance with regulatory requirements.

As we evolve our emissions reporting, we will continue to reassess the areas of GHG contributions to determine how best to monitor and reduce emissions.

In working towards a greener and more environmentally friendly future, we have set the following global goals to work towards in calendar year 2025 and beyond:

- Use renewable energy in our office spaces. We are working towards having 11 office locations utilising renewable energy. We currently have seven office locations operating on renewable energy.
- Obtaining supply chain environmental certification. Our target is to reach 20 supplier certifications and we currently have achieved four supplier certifications.
- Reduce carbon footprint and intensity ratios year on year. Currently we have maintained the 0.2% from before Covid-19 as a result of hybrid working.





- Increase use of environmentally friendly cleaning products. We are aiming to have eight locations meeting this target. We currently have four office locations that meet this target.
- Reduce waste to landfill working with buildings and waste management organisations. We are targeting eight office locations and we currently have four office locations that have achieved this target.

In addition to the above we are gathering data in order to meet our reporting requirements for the commencement of the IFRS regime in Australia (specifically ASRS 1 and ASRS 2 when finalised) and expect to be reporting on this in line with the dates of adoption specified in the standards.

In 2024, **our team in India received an outstanding contribution award for waste segregation** and safe disposal awarded by Brookfield Properties, Gurugram, wherein we are assisting with working towards the “Net Zero Waste Campus” of the office building in Gurugram.





# Health and Safety



Bravura Solutions believes one of the most significant risks to its business is the health and welfare of our people and its associated impact on the ongoing operations of clients. We are globally certified for ISO 45001:2018 in respect of our Management System of Occupational Health & Safety demonstrating the commitment we have towards our people and visitors to our business locations.

Bravura Solutions has implemented a health and safety committee comprising of key stakeholders across each of its jurisdictions, which is designed to identify and mitigate health and safety risks to our people and clients. In addition, our annual compliance training contains occupational health and safety training.

We have also developed and regularly undertake health and safety risk assessments throughout the year with a report being provided to the Audit and Risk Management Committee at least once a year.





# SUPPORTING OUR CUSTOMERS AND OUR BUSINESS



- 18 Information security
- 19 Business continuity
- 19 Innovation, research and development
- 20 Ethical sourcing – Bravura’s approach to Modern Slavery and Human Rights
- 21 Good governance and risk management



## INFORMATION SECURITY

We recognise the critical importance of robust information security. Our commitment to safeguarding sensitive data ensures trust, compliance and resilience for our clients and their customers. With the increasing number, frequency and risks associated with modern cyber-attacks, it's even more important to build a layered and comprehensive approach to embed effective security controls throughout our products, systems, operations and corporate culture.

Our products have a wide range of implementation options from traditional on-premises (self-hosted) solutions to more modern, cloud-managed service offerings, leveraging the latest in micro-services security. The foundation of Bravura Solutions' security framework is anchored around ISO 27001 and our global information security management system (ISMS). We have also implemented SOC 2 Type II and PCI-DSS for specific clients and parts of our business where required. Comprehensive information and cyber security controls have been established with our client's regulatory requirements in mind to help ensure we can identify, protect, detect, respond, recover and effectively govern cybersecurity to minimize risks.

Three additional ISO certifications; ISO 22301(business continuity), ISO 45001(occupational health and safety) and ISO 14001 (environment management), along with ISO 27001 cover all products, locations and aspects of our business to ensure quality and risk management are integrated throughout every phase of our secure software development lifecycle. Product, Function and Regional leadership allows for a matrix governance approach ensuring information security and risk is considered from a variety of different angles.

We apply General Data Protection Regulation equivalent data privacy requirements across every part of our business to protect the confidentiality, availability and integrity of data throughout all lifecycle phases (e.g. creation, storage, use, sharing, archiving and destruction). Local data privacy laws take precedence depending on the residency of the data owner, however a common approach to data security is designed on the highest level of protection and response requirements when applied globally. More information about our approach to data privacy can be found on our website [Privacy and Cookie Policy](#).

Industry standard security architecture guiding principles underpin how cybersecurity is integrated into our products and corporate culture (e.g. defence in depth, least privilege, separation of duties, secure by design, risk-based decisions, continuous monitoring, securing the supply chain, etc.). Strong development standards, supported by Static Application Security Testing, peer reviews, architectural reviews, independent third-party penetration testing, and 24x7x365 Security Information Event Monitoring help ensure security is considered from design through to operations.

Strong authentication options based on multi-factor authentication, OpenID connect protocol and Security Assertion Market Language allows both internal security enforcement and integration with





client specific identity providers. This flexible approach enables product single sign-on security when client identity and access management control is a critical requirement.

Comprehensive network security controls designed to encrypt traffic, while also allowing for stateful inspection, provide additional layers of security to protect sensitive data and ensure client data is limited to a specific client network zone (be that physical, virtual or logical). Next generation firewalls, web application firewalls and distributed denial of service security technologies help ensure high availability of our products in the face of ever-increasing cyber threats.

Bravura Solutions continues to horizon scan, risk assess and improve our information, cyber, and data privacy frameworks to meet the evolving threat landscape in order to service our clients and their customers.

## BUSINESS CONTINUITY

In the event that any unforeseen event impacts the day-to-day operations of Bravura Solutions, an effective Business Continuity Management System (BCMS) is in place. This includes business continuity plans, which exist to provide a framework for Bravura Solutions to mitigate any potential procedural or business disruptions in the case of disaster or unforeseen occurrences across all Bravura Solutions' locations. It has been established to ensure that Bravura Solutions can continue to deliver critical customer services in the event of disruption, and also protect the wellbeing and safety of our people.

## INNOVATION, RESEARCH AND DEVELOPMENT

We have a long and rich history of innovation and continuously developing products to meet the current and emerging needs of leading financial service enterprises globally. Our technology constantly evolves and a focus on automation and efficiency delivers real world savings for our clients, which in turn are passed on to their customers.

Over the past decade there has been an increasing focus on creating compelling digital customer experiences. Bravura Solutions is a leader in creating end-to-end integrated digital products - including everything from simple transactions through to complex advice and everything in between. Our products increase accessibility for the community by enabling easy, effective solutions for our clients.

In 2024, we introduced our Group Investment Council which reviews and assesses business cases for securing research and development budget, ensuring that our future investments are aligned with the interests of our customers and the strategic direction of our business.





## ETHICAL SOURCING – BRAVURA’S APPROACH TO MODERN SLAVERY AND HUMAN RIGHTS

We have a responsibility to take a robust approach to slavery and human trafficking and are committed to preventing slavery and human trafficking in our corporate activities, and to ensuring that our supply chains are free from modern slavery. This involves identifying, assessing and prioritising modern slavery risks to our business.

While the risk of modern slavery in our business may be low given the nature of services we provide, we must be vigilant in our dealings with both clients and suppliers. There is no place for modern slavery in our community or in the global supply chains of Bravura Solutions’ products and services. We have a responsibility to ensure that the commercial ecosystem in which we operate is free from modern slavery.

Our Modern Slavery statement can be found on the Investor Relations page of our website and details our approach to identifying risks of modern slavery, the actions we have taken and our ongoing assessment process. We have submitted our Modern Slavery statement annually since the commencement of the Modern Slavery Act 2018 (Cth).

Bravura Solutions’ approach to addressing the risks of modern slavery are supported by our policies including within our Anti-Slavery & Human Trafficking policy which is designed to ensure that we:

- comply with applicable laws and regulations regarding ethical sourcing, human trafficking and modern slavery;
- act to reduce the risk of modern slavery occurring in its operations and supply chains;
- source products and services in accordance with the policy;
- educate our people regarding modern slavery including understanding Bravura Solutions’ obligations under the policy; and
- encourage our suppliers to improve their practices regarding modern slavery.

Our Whistleblowers Policy outlines Bravura Solutions’ procedure for all our workers, customers and other business partners to report any concerns related to our direct activities or supply chains. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking.





Our Code of Conduct sets out Bravura Solutions' expectations in relation to the actions and behaviour of our people when representing our company. We strive to maintain the highest standards of conduct and ethical behaviour when operating aboard and managing our supply chains.

Our Modern Slavery statement can be found on our website [here](#).

We have established a governance and accountability framework with respect to modern slavery risks and in particular:

- The Board has overall responsibility and oversight of ensuring modern slavery compliance.
- The business performs an assessment of risks they are presented, including preparing mitigation strategies, and anything material, which are centrally recorded and reported to the Audit and Risk Management Committee and Board, as appropriate.
- Information and training is provided to senior managers to assist with understanding and identifying risks.

In the event that our suppliers have an incident of modern slavery in their operations or supply chains, we aim to include a termination right in our supplier contracts to address this and reinforce our zero-tolerance approach to modern slavery.

## GOOD GOVERNANCE AND RISK MANAGEMENT

Our corporate governance statement provides a comprehensive overview of our approach to corporate governance, financial reporting and risk management. We have implemented and maintain a corporate governance framework adhering to best practice and the legal and regulatory obligations of the jurisdictions in which we operate.

Bravura Solutions' have purpose driven committees with reporting lines to the Board to enable the identification, monitoring, mitigation and eradication of ESG related risks. In addition, we have an annual timetable of board and committee meetings where ESG related risks and topics are scheduled for meaningful discussions throughout the year.





## ESG GOVERNANCE FRAMEWORK



In 2024 Bravura Solutions was awarded a Prime rating for its approach to ESG by Institutional Shareholder Services (ISS). A rating of 'Prime' means that Bravura Solutions has fulfilled ISS's demanding requirements regarding sustainability performance in its industry.





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