

Attachment 1 - Key Terms

AB&C	Anti-Bribery and Corruption.
AB&C Reportable Conduct	<p>Investigated and substantiated allegations of:</p> <ul style="list-style-type: none"> • Bribery • Corruption • Facilitation Payments • failing to meet record keeping obligations; and • failing to prevent an act of Bribery occurring, <p>which require escalation to the Iress Board, Board Audit & Risk Committee, Chief Risk Officer, relevant Line 1 risk leaders, relevant legal team, People & Culture, regulators and enforcement agencies, as appropriate.</p>
Advantage	A financial or non-financial benefit, circumstance or opportunity that puts one party in a more favourable or superior position.
Anything of value	Any advantage, financial or otherwise. It extends beyond cash and cash equivalents to include e.g. gifts, entertainment, hospitality, services, amenities, charitable contributions and employment. There is no minimum amount or threshold that must be exceeded before a 'thing of value' may be illegal or impermissible. The purpose for which the thing of value was offered or received need not be achieved in order for there to be a Bribery risk.
Associated Person	An officer, employee, agent or contractor, subsidiary or controlled entity of Iress, or another entity or person that performs services for or on behalf of Iress (such as suppliers, agents and consultants) irrespective of the contractual status or description of the relationship between such entity or person and Iress.
Bribe or Bribery	<p>The offer, promise, giving, requesting, authorising or receiving of anything of value (whether a financial or other advantage) directly or indirectly to another person(s) with the intention of influencing or rewarding improper conduct, or the misuse of a person's position.</p> <p>'Another person' can include, but is not limited to: a Public Official, Third Party, supplier, and customer.</p> <p>Bribery can include either 'active bribery', in which a person offers or gives something of value to influence performance or obtain an unfair advantage, or 'passive bribery', in which a person receives, attempts to receive, or requests something of value in exchange for improper performance.</p> <p>Authorising such activity is also considered Bribery, as is providing a payment to a Third Party while suspecting, knowing, or having reason to know, that some or all of it will be passed along to another person for improper purposes.</p>

Corruption	Any dishonest activity in which an individual abuses his or her position or for personal gain, and/or to provide an advantage or disadvantage to another person or entity.
Donation	The voluntary transfer of money for charitable purposes. The donor receives no material benefit from the donation and does not expect anything in return (excluding the ability for such transfers to be tax deductible).
Eligible Person	As defined in the Iress Speaking Up Policy.
Facilitation Payment	A payment (monetary or non-monetary) made to Public Officials to receive favourable treatment, or to secure or expedite the performance of routine government action. These are payments that are generally not permitted under local laws.
Gift	Any benefit or item of value, offered to or from an external party, or, where involving an employee (or an Associate), would be an item or benefit above the employee's normal salary or employment entitlements. Gifts are generally tangible and include items such as consumer goods, promotional materials, tokens of appreciation, discounts on goods and services, samples, use of vacation facilities, travel, tickets and cash or cash equivalents.
Hospitality	The act of providing food, drinks, travel, accommodation or entertainment for people who are guests or clients of an external party, or to any Iress Person (and guests and associates of any Iress Person) by an external party. It may include free or subsidised meals or beverages associated with meetings or visits in connection with official functions.
Improper Influence	The dishonest or unethical act, offer or promise of providing a benefit to another person with the intention of improperly influencing a person to obtain or retain business or a business or personal advantage.
Iress Employee	For the purposes of this Policy, an Iress Employee includes: <ul style="list-style-type: none"> • permanent employees employed directly through the Group as a regular, maximum term, casual, non-executive director, or secondee; • contractors employed through a recruitment agency; and • service providers employed by a Third Party vendor and who have access to Iress' IT network and systems.
Iress Person	All Iress Employees acting in any capacity, Directors, secondees, people on work experience, contractors, authorised representatives, and anybody else occupying an Iress position no matter how they are engaged.
Political Expenditure	Payment for participation in legitimate political activities where they are assessed to be of direct business relevance to Iress. Such activities include business observer programs attached to annual political party conferences, policy dialogue forums and other political functions, such as speeches and events with industry participants.

Public Official (foreign or domestic)	<p>An elected or appointed official, employee or representative of a government (which includes the executive, legislative, administrative, military, or judicial branches of a government; a political party; or a government-owned, government-controlled, or government-funded corporation, institution or charity) at any level. It may include:</p> <ul style="list-style-type: none"> • Government regulators and persons acting in an official capacity on behalf of government regulators; • Officials or public office candidates of any political party; • Officers, directors or employees of organisations with government ownership or control, such as sovereign wealth funds, public pension funds, hospitals, financial institutions, utility companies and other corporations • Officials or employees of public international organisations • An authorised intermediary of a Public Official (or a person who represents themselves to be).
Senior Management	Leadership Team + 1 and above.
Third Party	Any external party (not a Group entity) with whom the Group has, or plans to establish, some form of commercial relationship.