

TAMBLA QUALITY POLICY STATEMENT

Tambla is a leading developer of Intelligent Workforce Solutions software for medium and large business. Tambla's principal activities consist of the provision and management of Intelligent Workforce Solutions through its cloud-based software and Payroll platforms. Initially required to simplify the highly complex labour force environments of Australia and New Zealand, today Tambla provides these solutions to enterprises globally who are looking to simplify complex working and payroll environments and gain greater efficiency and transparency of their workforces. Tambla specialises in interpreting complex business rules including Award Wages and Enterprise Bargaining Agreements and is a leader in the emerging field of Workforce Analytics.

Tambla has established this Quality Policy to be consistent with the purpose and context of the organisation. The policy provides a framework for the setting and review of business (including quality) objectives in addition to a commitment to satisfy applicable contractual, regulatory, and legislative requirements. It is also our commitment to continually improve the quality management system which is traceable back to national and international ISO standards.

The Company's Quality Objective is to provide value add to our clients' businesses by providing competitive advantage through:

- Delivering services that are valued to retain our customers
- Providing reliable systems
- Responding when contracted for support and working to meet agreed deadlines for all support requests
- Improving the predictability to Tambla and its customers for the delivery of projects
- Restoring full system operation in the quickest possible time in the event of a serious incident
- Ensuring our employees receive quality training to support these objectives

An integral part of the Company's Quality Policy is its commitment by management, supported by all employees, in establishing, maintaining, complying with and continually improving the quality management system for maximum effectiveness.

The Quality Policy and quality management system is regularly reviewed for continuing suitability. Regular management reviews are part of the framework for setting and updating quality objectives.

Management is committed to providing all necessary resources to accomplish quality objectives and to providing effective staff training to ensure compliance with the Tambla Code of Conduct and Policies.

All levels within Tambla believe the achievement of Certification to ISO 9001 has helped to ensure Tambla's continued competitive position, improved client satisfaction, and strengthened employee relations, to ensure the Company's future.

Chris Fydler

Managing Director – October 2024