



8 February 2022

The ACT Human Rights Commission
 Level 1, 5 Constitution Avenue
 Canberra City

Attention: Human Rights Commissioner, ACT

Re: Discrimination (Seeing Machines Limited) Exemption 2021 (No 1)

We refer to the Discrimination (Seeing Machines Limited) Exemption 2021 (No 1) (Notifiable instrument NI2021-413) notified on 8 July 2021 (Exemption Order).

In terms of the Exemption Order, Seeing Machines Limited (**Seeing Machines**) is required to provide a written report to the ACT Human Rights Commission on 31 July and 28 February each year, from the date of the Exemption Order, over the period of the exemption, detailing certain specific information (as detailed below).

In response to the above requirement, we have tabulated our response to each reporting requirement below:

	Reporting Requirement	Seeing Machines Response
(a)	The steps it has taken to comply with the conditions in the Exemption Order	Seeing Machines is still in the process of developing required policies and processes to ensure compliance with our obligations under the Exemption Order. To ensure uniformity across all Australian employees, Seeing Machines has applied for a similar exemption from the Victoria Human Rights Commission, and awaiting final determination.
(b)	The number of persons affected by the Exemption Order, the nature of the effects, and the steps taken to address any adverse effects	No actions in pursuance of the Exemption Order have been undertaken and hence there has been no impact to any employee yet.
(c)	The anti-discrimination training of employees and contractors provided by Seeing Machines	Seeing Machines is in the process of undertaking consultation with the People & Culture team to develop requisite training materials and training schedule. There has been some delays and disruption to this process due to COVID and organisation changes.

(d)	Implementation and compliance generally with the terms of the Exemption Order	No impact to employees, since still in the process of baselining the company's export requirements
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We trust that the above satisfies the reporting requirement, but welcome further correspondence if clarification is required.

Yours Sincerely





21 July 2022

The ACT Human Rights Commission
 Level 1, 5 Constitution Avenue
 Canberra City

Attention: Human Rights Commissioner, ACT

Re: Discrimination (Seeing Machines Limited) Exemption 2021 (No 1)

We refer to the Discrimination (Seeing Machines Limited) Exemption 2021 (No 1) (Notifiable instrument NI2021-413) notified on 8 July 2021 (**Exemption Order**).

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(a)	The steps it has taken to comply with the conditions in the Exemption Order	Seeing Machines is still in the process of developing required policies and processes to ensure compliance with our obligations under the Exemption Order. To ensure uniformity across all Australian employees, Seeing Machines applied for a similar exemption from the Victoria Human Rights Commission, which was recently granted and is effective from 3 March 2022.
(b)	The number of persons affected by the Exemption Order, the nature of the effects, and the steps taken to address any adverse effects	No actions in pursuance of the Exemption Order have been undertaken and hence there has been no impact to any employee yet.
(c)	The anti-discrimination training of employees and contractors provided by Seeing Machines	Seeing Machines is in the process of undertaking consultation with the People & Culture team to develop requisite training materials and training schedule. There has been some delays and disruption to this process due to COVID and organisation changes.

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18 January 2023

The ACT Human Rights Commission
Level 1, 5 Constitution Avenue
Canberra City

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In terms of the Exemption Order, Seeing Machines Limited (**Seeing Machines**) is required to provide a written report to the ACT Human Rights Commission on 31 July and 28 February each year, from the date of the Exemption Order, over the period of the exemption, detailing certain specific information (as detailed below).

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