

SCANMARKET

Modern Slavery Policy

April 2021

Modern Slavery Policy

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Scanmarket has taken and are continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Introduction:

We are committed to improving our practices to combat slavery and human trafficking. Scanmarket is committed to the highest level of ethical standards and sound governance arrangements. We prohibit all forms of slavery and human trafficking in our organization and we expect our supply chains to do the same.

Our business:

Scanmarket is a global Source to Contract software company, with operations across four continents with a limited number of suppliers, and some key partnerships.

Our policies on slavery and human trafficking:

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our business is committed to acting ethically and with integrity in all our business relationships, implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.

Recruitment policy:

We operate a robust recruitment policy, including conducting eligibility to work in the country where the employee is located as well as including checks for employees to safeguard against human trafficking or individuals being forced to work against their will.

Due diligence processes for slavery and human trafficking:

As part of our initiative to identify and mitigate risk, we have a formal Anti-Slavery Policy which confirms our current processes and procedures. We have in place formal systems to:

- Identify and assess potential risk areas in our supply chains
- Mitigate the risk of slavery and human trafficking occurring in our supply chains
- Monitor potential risk areas in our supply chains
- Protect whistle blowers

Our suppliers:

We have a preferred supplier list. Scanmarket conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that a particular organization has never been convicted of offenses relating to modern. Our Anti-Slavery Policy is presented to our suppliers and they are required to confirm that no part of their business operations contradict this policy.

Our suppliers will have to confirm to us that:

- They have taken steps to eradicate modern slavery within their business
- They hold their own suppliers to account over modern slavery
- They pay their employees any prevailing minimum wage applicable within their country of operations

Approval for this statement

This statement was approved by the CEO on 1st April 2021.