

Company Policy: Compliance with the Modern Slavery Act (UK)

The following outlines Version 1's policy in relation to compliance with the Modern Slavery Act (UK).

Policy Principles

Version 1 delivers technology enabled solutions and services that transform our customers' businesses. We bring in-depth domain experience, breadth of technology competence and a relentless focus on service excellence and customer satisfaction to address the business challenges of Enterprise customers across all industry sectors. Headquartered in Dublin, Ireland we have over 1200 employees across the UK & Ireland.

In compliance with the Modern Slavery Act 2015, Version 1 offers the following statement regarding our efforts to prevent slavery and human trafficking in how we conduct our business and in our supply chain.

Policies and Training relating to Modern Slavery within Version 1

Version 1 is committed to social and environmental responsibility and has zero tolerance for slavery and human trafficking. We hold ourselves and our supply chain accountable and we fully comply with the provisions of the Modern Slavery Act 2015, as it applies to our industry. We recognise that modern slavery is a complex supply chain issue, and we work in partnership with our clients, suppliers and other organisations to help develop long term solutions to this issue.

Version 1 accepts a responsibility for, and a commitment to, protection of the environment at all levels within the organisation. We will comply fully with environmental legislation and aim to reduce our environmental impacts by:

- Minimising waste by reduced consumption and operation of effective and environmentally sound waste management and recycling procedures
- Reducing energy use through effective education and awareness and the installation of energy efficient technology where appropriate
- Implementing a purchasing policy which considers the environmental impacts of the products and services purchased by Version 1, including where possible and fit for purpose, the purchase of recycled and recyclable materials and those with minimum packaging
- Providing Version 1 staff with the necessary awareness, education, training and resources to implement this policy
- Employees are encouraged to work closely with each other, our clients and suppliers to continually refine our work practices to reach best practice standards.

Included below are Version 1's working practices/procedures to demonstrate that we have taken account of internationally recognised labour standards and how our suppliers are evaluated;

- a) Prevention of forced, bonded or involuntary prison labour

Any contractors working with Version 1 are subject to rigorous reference & background checks conducted via Vero Screening, an external third party.

b) Freedom of association and collective bargaining

Version 1 is not currently a unionised environment.

c) Prevention of discrimination

We have an Equality & Diversity Policy and a Prevention of Harassment & Bullying Policy, both of which are published on our company intranet and which employees are held to account to comply with.

Our suppliers/partners must also have equivalent policies for us to partner with them.

Exceptions

There are no exceptions.

Process Owner

Jarlath Dooley, HR and Integration Director

Signed:



Jarlath Dooley

HR and Integration Director

1st July 2019