

Version 1: Compliance with the Modern Slavery Act

Modern Slavery is a crime and violation of Human Rights. Version 1 is committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our business or any of our supply chains. Version 1 is committed to playing any role it can in its operations to tackling Modern Slavery. The following outlines Version 1's statement in relation to compliance with the Modern Slavery Act (UK) and it applies to all Version 1 operations, subsidiaries and locations. This statement applies to the financial year ending 31 December 2019.

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.

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

Our Supply Chain Due Diligence and Monitoring Process

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. Therefore, our suppliers/partners must also have equivalent policies regarding the prevention of human trafficking and slavery within their own organisation and supply chain for us to partner with them. We monitor and assess all potential suppliers on this basis.

Working Practices and Procedures

Version 1 wants to ensure that the principles of this policy are then reflected in our practical day to day operations to ensure that we are doing all we can. Below are some of Version 1's working practices/procedures to demonstrate that we have taken account of internationally recognised labour and engagement standards in how we operate ourselves and in how our suppliers are evaluated when we choose to engage with them:

Prevention of forced, bonded or involuntary prison labour

Employees who are in any doubt about whether a particular act or working conditions in any of our business relationships may contravene any aspect of this policy then err on the side of caution and report it in accordance with the whistleblowing policy, or speak to any member of the HR or Legal teams

Freedom of association and collective bargaining

Whilst Version 1 is not currently a unionised environment, it has a professional HR team in place who manage any and all changes to employee terms and conditions through a structured process.

Prevention of discrimination

Version 1 has a Diversity, Inclusion & Belonging committee with representatives from across the business, sponsored by the CEO. Their role is to create an inclusive environment for all. Version 1 has a number of Policies which employees are required to adhere to, which combined reinforce a culture of Trust and Empowerment where any possibility of Modern Slavery existing should be surfaced:

- **Equality & Diversity Policy** – designed to ensure fairness and transparency during the recruitment, promotion and in day-to-day working practices
- **Prevention of Harassment & Bullying Policy** – to protect our employees and to treat any examples of this occurring with the seriousness it deserves
- **Whistleblowing Policy** – which enables any employee with any serious concerns (including any related to Modern Slavery in the supply chain) without fear of reprisal or repercussion.

All of these are published on our company intranet for employees to reference and to comply with.

Raising Concerns

If you have any questions about this statement or any concerns about slavery or human trafficking with Version 1's organisation or supply chain, please contact: complianceofficer@version1.com.

Exceptions

There are no exceptions.

This statement has been approved by the directors of Version 1.



Andrew Langford
Chief Financial Officer
03/03/2020