

## Version 1: Modern Slavery Statement 2023

This Modern Slavery Statement has been prepared in accordance with the requirements of section 54(1) of the *Modern Slavery Act 2015*. It sets out the steps taken by Version 1 Solutions Limited together with Version 1 Software Limited, Version 1 Technology Limited, Version 1 Technology Spain SL, Version 1 Services Pvt Limited, Version 1 Technology US Inc. (together, the “Version 1 Group”) during the year ending 31 December 2022 to prevent modern slavery and human trafficking in its business and supply chains.

### **Version 1’s business and structure and supply chains**

Version 1 is an IT Services and Solutions provider trusted by major organisations in the public and private sector. Version 1 was established in Ireland in 1996 and for over 25 years, Version 1 has delivered on 3 commitments: making a real difference for their customers, building an empowering culture, and growing a strong organisation for the future.

Version 1 operates and does business in and from several countries in addition to the UK, including Ireland, Spain, India, and USA.

Version 1 partners with several global technology leaders to provide our customers with the highest quality solutions and services. Our supply chains include cloud services, IT hardware and distribution, business travel providers, consultancy, and professional services, in addition to technology partners such as Oracle and Microsoft.

### **Version 1’s policies in relation to slavery and human trafficking**

Modern slavery is the illegal exploitation of people for personal or commercial gain and encompasses slavery, servitude, human trafficking and forced labour. Version 1 has a zero-tolerance approach to any form of modern slavery, whether in its operations or those of its suppliers.

As regards our personnel, we operate a fair, safe, and inclusive working environment to safeguard employees from any abuse or coercion. We have designed our recruitment and people management processes to ensure that all prospective employees are legally entitled to work in the UK, and any other location from which we operate. We

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour. We commit to, and expect our customers and suppliers, to commit to comply with the requirements of the Modern Slavery Act 2015.

We have in place and our employees are bound by our **Anti-Slavery Policy**. Additionally, Version 1 has implemented the following policies:

- **Equality & Diversity Policy** – designed to ensure fairness and transparency during the recruitment, promotion and in day-to-day working practices.
- **Whistleblowing Policy** – which enables any employee with any serious concerns (including any related to Modern Slavery concerns) without fear of reprisal or repercussion. All of these are published on our company intranet for employees to reference and to comply with.

- **Human Rights Policy** – sets out our approach to human rights protection in our workplace, including our zero-tolerance approach to modern slavery in our workplace and business partners.

These policies are evidence of Version 1's commitment to fair employment practices and equality of opportunity for all current and potential employees, by promoting a work environment free from discrimination, intimidation, or harassment and one where transparency and reporting is encouraged.

### **Version 1's due diligence processes in relation to slavery and human trafficking in our business and supply chains.**

We are bound by the requirements of modern slavery legislation and commit to compliance in our customer contracts. We adopt a zero-tolerance approach in our recruitment processes and ensure our employees have a right to live and work in the country in which they are hired. We are proudly a Living Wage Employer and are accredited as such an employer in the UK. Version 1 has been awarded numerous Great Place to Work<sup>®</sup> accolades in the countries in which we do business.

We have reviewed our supply chains. Due to the nature of the goods and services which we procure, the locations from which we procure them, and our procurement practices means that the risk of human trafficking or slavery occurring in our business or in our supply chains is low. We have requested copies of modern slavery policies from a high number of our key suppliers.

Notwithstanding this, we are committed to continual improvement in our practices and continue to investigate further steps we can take in managing human rights and modern slavery risk in our supply chain and we review our policies and procedures and assess the risks within our business and supply chains regularly.

**Date of Approval:** 23<sup>rd</sup> June 2023

**Approved by:** Louise Lahiff

**Signed by:**

