

Anti - Slavery Policy

1. Overview

Modern Slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour, and human trafficking.

Version 1 is committed to preventing Modern Slavery in our business, identifying Modern Slavery risks and ensuring that there is no Modern Slavery in our own business and supply chains. Version 1 has a zero-tolerance approach to Modern Slavery, and we are 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 own business or in any of our supply chains.

This policy applies to all persons working for us or on our behalf in any capacity, including employees, directors, officers, agency workers, volunteers, contractors, consultants, business partners and suppliers. It applies to applies to the Version 1 Group, 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").

We reserve the right to amend this policy at any time.

2. Supplier

We expect all those in our supply chain to conduct business ethically and to comply with our values and modern slavery laws.

If you supply us with goods or services, we expect you to assess your business and supply chains and ensure that you:

- comply with all legal obligations, including those relation to Modern Slavery; and
- are committed to ensuring there is no Modern Slavery taking place in your business, or in any of your supply chains.

Our Code of Conduct for Suppliers sets out the requirements of conduct with which we expect our suppliers and business partners to comply. The Code of Conduct is available [here](#) and identifies our requirements on Modern Slavery.

Suppliers are obliged to inform Version 1 immediately if they suspect or become aware of any unethical conduct, actual or potential violation of the Supplier Code of Conduct or of any applicable law, regulation, or rule via email: ESGsustainableprocurement@version1.com.

3. Recruitment and Employment

Version 1's commitment to the highest standards of human rights, including our zero-tolerance approach to Modern Slavery, is reflected throughout our recruitment practices. As part of ensuring a workforce free of slavery, Version 1 has employment contracts, policies and practices which include:

- the right for employees to terminate their employment with us at any time (with legally permitted notice periods);
- protection from any threat of violence, discrimination, harassment, and intimidation in the workplace;
- statement of employment conditions, including salary and remuneration details (employees work for their wages and not in bonded labour);
- the requirement to work is not used as a disciplinary measure;
- compliance with local laws regarding working hours and practices; and
- ensuring that employees have the legal right to work in the countries in which they are employed, conducting the relevant right-to-work checks prior to an employee commencing work with Version 1. We are also committed to paying all of our employees fairly and in compliance with relevant legislation.

4. Reporting Suspicions of Modern Slavery

We encourage an open and honest working environment and will support anyone who raises genuine concerns in good faith under this policy. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that Modern Slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Our Whistleblowing Policy is available [here](#).

5. Modern Slavery Training

To ensure a high level of understanding of the risks of Modern Slavery and human trafficking in our supply chains and our business, we provide training to our staff. We also expect our business partners and/or suppliers to provide training to their workforce.

6. Annual Modern Slavery Statement

We will publish an annual statement detailing the steps we have taken during the financial year to ensure that Modern Slavery and human trafficking are not taking place in any part of our own business or in any of our supply chains. Our Modern Slavery Statement 2024 for the financial year ended 31 December 2023 can be found [here](#).

7. Policy Review

This policy will be reviewed annually and may be amended from time to time.



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A handwritten signature in blue ink, appearing to read "L. P. H.".

Signed:

Date: 23 May 2024