

VERSION 1: MODERN SLAVERY STATEMENT 2024

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 2023 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 the US.

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 own operations or those of its suppliers.

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 and our Supplier Code of Conduct available [here](#).

The Supplier Code of Conduct ("**SCOC**") sets out requirements around compliance with health and safety laws, prohibition on modern slavery, adherence to standards as set out in our various policies including equality and diversity, whistleblowing etc. The SCOC is clear that Version 1 may:

- terminate a contract with a Supplier who violates or refuses, if asked, to take part in a corrective plan.
- exclude from any future requisitions suppliers who do not demonstrate that they meet our high ethical and ESG standards or compliance with applicable laws.
- conduct audit surveys to confirm compliance with this Supplier Code of Conduct.

Version 1 mandates that Suppliers will actively audit and monitor their processes with respect to the SCOC and provide evidence to us, upon request. We constantly monitor the operation of the SCOC and reserve the right to make further amendments, if needed.

As regards our own 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 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 and risk assessment 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 and employer in the UK. Version 1 has been awarded numerous Great Place to Work[®] 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.

We have issued a Supplier Questionnaire to certain existing suppliers which have been risk rated and appropriate plans put in place where applicable. All new suppliers from 2024 are

onboarded are required to complete the Supplier Questionnaire and agree to the SCOC as part of the supplier onboarding process, which includes questions on regulatory compliance and human resources / employment law matters.

Our **Key Performance Indicators** as regards to our modern slavery prevent efforts include:

- Number of identified non-compliances related to forced labour.
- Number of repeat non-compliances on forced labour from individual business partner in past year.
- Number of reports received from business partners related to modern slavery in past month.
- Percentage of business partners that have a policy addressing modern slavery.
- Number of complaints of forced labour received through internal grievance mechanisms in the past month.
- Worker feedback on working conditions in staff survey.
- Independent stakeholder feedback on efficiency of strategy to address modern slavery.

Training on Modern Slavery

In 2023, we made training on modern slavery available to all employees.

Date of Approval: 3 May 2024

Approved by: Board of Directors



Signed by:

Louise Lahiff, Director