

# **Modern Slavery Statement**

## 1 Introduction

Modern Slavery is hidden crime which, when it occurs, has a significant effect on individuals. It includes slavery, servitude, forced and compulsory labour, and human trafficking. It is a crime that shows no respect for basic human rights and often involves threats, use of force, deception, or abuse of power to make victims act against their will. Victims can be any nationality, gender and age but children, young people and vulnerable adults are often targeted.

Given the severity of the crime, modern slavery has become a global issue creating concerns for governments, commercial organisations and law enforcement agencies. At Evotix we share this concern and believe that all organisations have a responsibility to work towards the elimination of these criminal acts. Our Corporate values (Integrity and Transparency alongside Empowering Individuals) seek to protect everyone associated with Evotix and are at the heart of all that we do. These values highlight our determination to prevent modern slavery and human trafficking within our operations and supply chains.

The Evotix Group owns 100% of the shareholdings in each of Evotix Limited, Evotix Inc, Evotix PTY (Aus), Evotix PTY (NZ) and StoryShare Platform Limited (UK) (together all of these companies are referred to in this statement as "Evotix").

Evotix provides Software as a Service (SaaS) to allow their worldwide customer base to manage their Health and Safety systems, including the management of contractors. This provision of SaaS requires software and services from multiple suppliers. We are committed to continuously making improvements in the identification and prevention of modern slavery and human trafficking, both within our own business and in our direct supply chain.

With a turnover of approximately £10m per year, Evotix is not legally required to produce a statement of Modern Slavery, but chooses to do so to show our commitment to taking the actions we can to reduce the chances of this terrible crime.

## 2 Policies

Evotix has a suite of policies and procedures in place that are designed to support all of our employees across a range of issues. Integral to those policies are measures to support the prevention of modern slavery and human trafficking. We review all of our policies on a regular basis to ensure that they are fit for purpose and upload them to our online document management portal for all employees to access.

## 3 Due Diligence

Evotix operates certified management systems, including the quality standard ISO 9001, to help ensure that all relevant aspects of legal compliance and due diligence

requirements are identified. In line with our management standards we continually review our due diligence processes to ensure that they meet the required standards. Our Company values enable our employees to be empowered to hold us and others we work with accountable for actions taken, and to ensure that we all act together in a safe and moral manner. There are three key areas where we have due diligence processes in place:

### **3.1 Employees**

As part of our recruitment and on-boarding process we ensure that all employees have valid “right to work” status for the companies in which they will work and can produce their own documents as requested.

Employees have the ability to raise any issues (work based or personal) with their direct manager, any other line manager, our People Ops team, or to reach out to our Employee Assistance Programme to request or arrange support.

### **3.2 Suppliers**

We source a wide variety of items from a range of providers with who we work to ensure that the items supplied are to the highest safety standards and best meet the needs of our business, these are primarily computer hardware, software or IT based services.

### **3.3 External Organisations**

We believe it is important for those organisations that we work with to be morally aligned with us. We are also passionate about sharing our corporate values with external organisations to ensure that we build long term and mutually beneficial relationships. As part of our due diligence we ensure that all organisations who we engage with have a modern slavery statement in place that is easily accessible to other third parties. The largest group of external organisations we work with are our customers, and we have a robust vetting process in place to ensure that every applicable regulation and relevant business need is addressed through our contract arrangements, including required controls on modern slavery and human trafficking.

## **4 Higher Risk Areas**

As a SaaS business, we work with a large number of external organisations and suppliers to deliver the desired service(s) to our customers, and we accept that this diverse network brings with it some extra risks that we need to manage and monitor.

Evotix’s risks related to modern slavery are very low, but we have identified our higher risk areas:

### **4.1 IT Hardware**

Across Evotix we use a wide range of IT hardware to meet the needs of each business area and we regularly replace and upgrade this hardware as we innovate and grow. The global IT hardware supply chain has been identified as a growing concern in the context of modern slavery and human trafficking due to unlicensed supply of the rare earth metals required in the manufacturing process, and the use of specific manufacturing locations chosen for their labour costs in order to drive lower prices. To ensure that the hardware we use is not linked to this type of issue we only use reputable suppliers and brands that have been through our Supplier due diligence process and satisfied us that they have measures in place to prevent modern slavery and human trafficking in their supply chains.

## **4.2 Visas and Work Permits**

Working multi nationally, we have a diverse workforce at Evotix where occasionally we have employees who require visas to work. These visas are checked before employment commences and then re-verified 6 weeks prior to expiration to ensure that the employee continues to have the correct authorisation to work. If any concerns are raised during initial verification or re-checking, they are escalated and investigated appropriately.

## **5 Governance**

Responsibility for modern slavery and human trafficking sits at the highest level within our business, with our Senior Leadership Team. They are committed to ensuring that Modern Slavery and Human Trafficking do not occur in any area of Evotix or its direct associates.

This statement has been approved by the Leadership team of Evotix and will be reviewed annually.