Agilisys

Modern Slavery Statement

Agilisys People Team

Author: People Operations   Doc version **V 8.1**

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1 Introduction

This statement sets out the steps that Agilisys Limited will take to ensure compliance with the Modern Slavery Act 2015 and to show its dedication to ensuring that slavery and human trafficking is not found in its supply chain or any other part of the business. This policy has been approved by the Board of Directors, is publicly available on the corporate website and will be provided on request. Compliance with modern slavery legislation is not just the right thing to do but will typically be a contractual requirement imposed by almost all of our customer contracts.

1.1 Statement

Agilisys Limited recognises the reality of modern slavery and this statement highlights the steps it will take to ensure compliance with the Modern Slavery Act 2015.

1.2 Business Model and Supply Chain relationships

Agilisys Limited is a limited company as defined by the Companies Act 2006. In 2015, Agilisys Limited adopted an employee ownership trust model meaning that a trust holds the majority of the company on behalf of Agilisys' employees.

1.3 Our policy in relation to slavery and human trafficking

Agilisys Limited has taken the following steps in relation to slavery and human trafficking:

- Expanding our whistleblowing policy to cover any concerns about slavery or human trafficking;
- Ensuring practices for checking all employees are paid at least the minimum wage and have the right to work;
- Updating template commercial agreements to include an obligation that suppliers will comply with the Modern Slavery Act, corresponding local legislation or, where no such legislation exists, the spirit of the Modern Slavery Act;
- Appointing an individual who will be responsible for ensuring the company is compliant with this policy;
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- Identifying and prioritising high-risk areas in the supply chain.

1.4 Identifying high-risk sectors

The nature of Agilisys' business and the relationships we have with our partners and suppliers makes our exposure to slavery and human trafficking generally unlikely and we believe that the recognition of modern slavery and complying with this policy will suffice to educate employees, suppliers and partners. Should any of these relations change or we seek to build business relationships in sectors or geographic areas that are of a higher risk, Agilisys Limited will ensure to readdress this statement and make appropriate adjustments.

1.5 Minimising risk in relation to Agilisys' supply chains

We will ensure that our contractual templates will contain an obligation that requires suppliers and sub-contractors to comply with the Modern Slavery Act 2015. We will also ensure that compliance with the Modern Slavery Act, corresponding local legislation or, where no such legislation exists, the spirit of the Modern Slavery Act becomes part of our due diligence research when selecting new suppliers and sub-contractors.

1.6 Minimising risk in relation to Agilisys' employees

All employees will be made aware of the following signs which may indicate an individual is a victim of slavery or human trafficking:

1.6.1 Physical Appearance

Victims may show signs of physical or psychological abuse, look malnourished or unkempt, or appear withdrawn.

1.6.2 Isolation

Victims may rarely be allowed to travel on their own, seem under the control, influence of others, rarely interact or appear unfamiliar with their neighbourhood or where they work.

1.6.3 Poor Living Conditions

Victims may be living in dirty, cramped or overcrowded accommodation, and / or living and working at the same address.

1.6.4   Few or No Personal Effects

Victims may have no identification documents, have few personal possessions and always wear the same clothes day in day out. What clothes they do wear may not be suitable for their work.

1.6.5   Restricted Freedom of Movement

Victims have little opportunity to move freely and may have had their travel documents retained, e.g. passports

1.6.6   Unusual Travel Times

They may be dropped off / collected for work on a regular basis either very early or late at night.

1.6.7   Reluctant to seek help

Victims may avoid eye contact, appear frightened or hesitant to talk to strangers and fear law enforcers for many reasons, such as not knowing who to trust or where to get help, fear of deportation, fear of violence to them or their family.

Should anyone have any concerns based on the above or otherwise, you can report concerns regarding modern slavery by contacting the following organisations:
- Call the police on 101
- Call the slavery helpline 0800 0121 700 **or report it online** https://www.modernslaveryhelpline.org/report
- Raise your concerns internally by emailing peopleoperations@agilisys.co.uk

1.7 Further information and guidance:

https://www.unseenuk.org/

2 Policy review

This statement will be reviewed and update on an annual basis. This statement will therefore next be reviewed in January 2025.

3 Document Control

3.1 Revision History

Version	Date	Amended By	Summary of changes
1.0	08.10.15	Becci Stickley	Initial draft
2.0	20.04.16	Joe Holland	Board approval for use
3.0	25.10.18	Andrew Mindenhall	New CEO signature
4.0	16.01.20	Becci Stickley	Rebrand
5.0	04.05.21	Becci Stickley	Annual review
6.0	11.01.22	Becci Stickley	Annual review
7.0	11.07.22	Maja Hanrahan	Updated language from HR to People Team and updated contact information.
8.0	06.03.23	Kathryn Sloman	Annual review, updated HO address
8.1	12.01.2024	Amy Vinson	Annual review. Updated branding.

3.2 Document Approval

This document requires the following approvals. ('Approved' assumes review undertaken prior to approval).

Version	Date	Name	Title / Role	Approval Status (Pending/Approved)
1.0	08.10.15	Becci Ward	Head of HR Operations	Pending
2.0	20.04.16	Becci Ward	Head of HR Operations	Approved
3.0	25.10.18	Andrew Mindenhall	Chief Executive Officer	Approved
4.0	16.01.20	Becci Stickley	Head of HR Operations	Approved
5.0	04.05.21	Becci Stickley	Head of Employee Experience and Engagement	Approved

6.0	11.01.22	Becci Stickley	Head of Employee Experience and Engagement	Approved
7.0	11.07.22	Becci Stickley	Head of Employee Experience and Engagement	Approved
8.0	06.03.23	Andrew Mindenhall	Chief Executive Officer	Approved
8.1.	12.01.2024	Kathryn Sloman	People Operations Team Manager	Approved

3.3 Document Reviews

This document has been reviewed by the following people, in addition to those listed above.

Version	Date	Name	Title/Role
1.0	08.10.15	Joseph Holland	Legal Assistant
2.0	20.04.16	Joseph Holland	Legal Assistant
3.0	25.10.18	Andrew Mindenhall	Chief Executive Officer
4.0	16.01.20	Becci Stickley	Head of HR Operations
4.0	16.01.20	Andrew Mindenhall	Chief Executive Officer
5.0	04.05.21	Andrew Mindenhall	Chief Executive Officer
6.0	11.01.22	Andrew Mindenhall	Chief Executive Officer
7.0	11.07.22	Ryan Soudagar	Senior Legal Counsel
8.0	06.03.23	Paul Golding	Lawyer
8.1	12.01.2024	Kathryn Sloman	People Operations Team Manager

Agilisys

With 20+ years of experience and a team of over 1,000 skilled professionals across the UK, we are a trusted leader in delivering data-driven solutions tailored to the needs of healthcare, local government, and other public sector organisations. Through our extensive knowledge in decision intelligence, advanced analytics, automation, and Artificial Intelligence (AI) solutions, we enable our clients to empower citizens and enrich their lives.

As part of Blenheim Chalcot, a renowned digital venture builder, our ambition is to be the preferred digital transformation partner for the public sector by driving efficiency, cost savings, and improved services with innovation, passion, and integrity at the core of our operations.

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