

# **Modern Slavery Statement**

Agilisys People Team

**Author: People Operations**

Doc version **V 11.0**

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# 1 Introduction

This statement sets out the steps that Agilisys Holdings Limited, including its associated and subsidiary companies, 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

Agilisys Limited is a limited company as defined by the Companies Act 2006. We are a global leader in delivering data-driven solutions tailored to meet the needs of healthcare, local government and other public sector organisations. 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. Headquartered in London, we have employees based across the UK. Our supply chains are based within the countries in which we operate.

## 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;

- Simon Mounsey
- [simon.mounsey@agilisy.co.uk](mailto:simon.mounsey@agilisy.co.uk)
- 07736 947 358
- Identifying and prioritising high-risk areas in the supply chain.

## **1.4 Identifying high-risk sectors**

The nature of Agilisy's 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, Agilisy Limited will ensure to readdress this statement and make appropriate adjustments.

## **1.5 Minimising risk in relation to Agilisy's 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 Agilisy's 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](mailto:peopleoperations@agilisys.co.uk)

## **1.7 Further information and guidance:**

<https://www.unseenuk.org/>

## 2 Training and Capacity Building

Agilisys Limited recognises that awareness and education are key to preventing slavery and human trafficking. We provide targeted training to employees in procurement, contract management and operational roles to help identify and respond to potential risks. This includes:

- Annual e-learning modules covering indicators of modern slavery and escalation procedures;
- Practical guidance embedded in onboarding and compliance programmes;
- Supplier engagement through CCS-aligned toolkits and training expectations;
- Annual review of training materials to ensure relevance and effectiveness.

We require key suppliers to confirm completion of relevant training and encourage cascading of awareness throughout their own supply chains.

## 3 Policy review

This statement will be reviewed and updated on an annual basis. This statement will therefore next be reviewed in February 2026.

# 4 Document Control

## 4.1 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.
9.0	19.02.25	Rachel King	Annual review
10.0	May 2025	Rachel King and Kat Sloman	Removal of Employee Owner wording and update of Business Model.
11.0	October 2025	Chris Mills	Section 1.3 responsible person changed from AM (former CEO) to SM. Addition of Training and Capacity Building Section to conform with TS4 (in s.2).

## 4.2 Document Approval

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

Version	Date	Name	Title / Role	Approval Status (Pending/Approved)
<b>1.0</b>	08.10.15	Becci Ward	Head of HR Operations	Pending
<b>2.0</b>	20.04.16	Becci Ward	Head of HR Operations	Approved
<b>3.0</b>	25.10.18	Andrew Mindenhall	Chief Executive Officer	Approved
<b>4.0</b>	16.01.20	Becci Stickley	Head of HR Operations	Approved
<b>5.0</b>	04.05.21	Becci Stickley	Head of Employee Experience and Engagement	Approved
<b>6.0</b>	11.01.22	Becci Stickley	Head of Employee Experience and Engagement	Approved
<b>7.0</b>	11.07.22	Becci Stickley	Head of Employee Experience and Engagement	Approved
<b>8.0</b>	06.03.23	Andrew Mindenhall	Chief Executive Officer	Approved
<b>8.1.</b>	12.01.2024	Kathryn Sloman	People Operations Team Manager	Approved
<b>9.0</b>	25.02.2025	Simon Mounsey	Chief People Officer	Approved
<b>10.0</b>	May 2025	Simon Mounsey	Chief People Officer	Approved
<b>11.0</b>	Oct 2025	Simon Mounsey	Chief People Officer	Approved