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Agilisys

Modern Slavery Statement

Agilisys People Team

For the financial year ended 31 March 2026

Author: People Operations

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1 Introduction

This statement is made under section 54 of the Modern Slavery Act 2015 for the financial year ended 31 March 2026. It sets out the steps that Agilisys Holdings Limited, including its associated and subsidiary companies, has taken during that year, and will continue to take, to comply with the Modern Slavery Act 2015 and demonstrates its commitment to ensuring that slavery and human trafficking do not occur in its supply chain or any other part of the business.

This statement 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 only the right thing to do, but is also typically 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 took during the financial year ended 31 March 2026, and will continue to take, to ensure compliance with the Modern Slavery Act 2015.

1.2 Business Model & Supply Chain Relationships

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 Wigan, 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 and maintained, during the financial year ended 31 March 2026, the following steps in relation to slavery and human trafficking:

- Expanding our whistleblowing policy to cover any concerns about slavery or human trafficking;
- Ensuring that practices are in place to check that 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;
- Identifying and prioritising high-risk areas in the supply chain;
- Appointing an individual who will be responsible for ensuring the company is compliant with this policy;
    - Nigel Muirhead

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1.4 Identifying high-risk sectors

The nature of Agilisys' business and the relationships we have with our partners and suppliers make our exposure to slavery and human trafficking generally unlikely. We believe that recognising modern slavery and complying with this policy will help to educate employees, suppliers and partners. Should any of these relationships change, or should we seek to build business relationships in higher-risk sectors or geographical areas, Agilisys Limited will reassess this statement and make appropriate adjustments.

1.5 Minimising risk in relation to Agilisys' supply chains

We will ensure that our contractual templates contain an obligation requiring suppliers and subcontractors 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 forms part of our due diligence when selecting new suppliers and subcontractors.

1.6 Training

Agilisys Limited recognises that staff awareness is central to identifying and preventing modern slavery.

We have therefore introduced the following training measures:

- All new employees are assigned mandatory e-learning on modern slavery and human trafficking as part of their onboarding, which must be completed within 3 months of their start date.
- All existing employees are assigned refresher e-learning on modern slavery and human trafficking, which is reissued every 2 years to ensure knowledge remains current.
- Completion of this training is tracked on the HIVE learning platform and completion rates are reported to the senior leadership team as part of our ongoing effectiveness monitoring.

1.7 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:

- Physical appearance
  - Victims may show signs of physical or psychological abuse, look malnourished or unkempt, or appear withdrawn.
- Isolation
  - Victims may rarely be allowed to travel on their own, may appear to be under the control or influence of others, may interact infrequently with others, or may seem unfamiliar with their neighbourhood or workplace.
- Poor living conditions

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  - Victims may be living in dirty, cramped or overcrowded accommodation and/or may be living and working at the same address.
- Few or no personal effects
  - Victims may have no identification documents, may have few personal possessions and may wear the same clothes day after day. The clothes they do wear may not be suitable for their work.
- Restricted freedom of movement
  - Victims may have little opportunity to move freely and may have had their travel documents, such as passports, retained.
- Unusual travel times
  - Victims may regularly be dropped off or collected for work either very early in the morning or late at night.
- Reluctance to seek help
  - Victims may avoid eye contact, appear frightened or be hesitant to talk to strangers. They may fear law enforcement for many reasons, including not knowing whom to trust or where to get help, fear of deportation, or fear of violence towards themselves or their family.

Anyone who has concerns based on the signs above, or for any other reason, can report concerns about modern slavery by contacting the following organisations:

- Call the police on 101
- Call the Modern Slavery Helpline on 0800 0121 700 or report a concern online at https://www.modernslaveryhelpline.org/report
- Raise your concerns internally by emailing peopleoperations@agilisys.co.uk

1.8 Further information and guidance

https://www.unseenuk.org/

2 Policy Review

This statement will be reviewed and updated annually. It will next be reviewed in October 2027.

3 Document Control

3.1 Revision History

Version	Date	Amended By	Summary of changes
1.0	08.10.15	Becci Ward	Initial Draft
2.0	20.04.16	Joe Holland	Board approval for use
3.0	25.10.18	Andrew Mindenhall	New CEO Signature

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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	Simon Mounsey	Annual review. Added training section.
12.0	October 2026	Olivia Gray	Rebrand and Annual Review. Update CEO details, and footer. Updated section 1.6 training.

3.2 Document Approval

This document requires the following approvals. 'Approved' indicates that a review was undertaken before approval.

Version	Date	Name	Title / Role	Approval status (Pending / Approved)
1.0	08.10.15	Becci Ward	Initial Draft	Pending
2.0	20.04.16	Becci Ward	Board approval for use	Approved
3.0	25.10.18	Andrew Mindenhall	New CEO Signature	Approved
4.0	16.01.20	Becci Stickley	Rebrand	Approved
5.0	04.05.21	Becci Stickley	Annual review	Approved
6.0	11.01.22	Becci Stickley	Annual review	Approved
7.0	11.07.22	Becci Stickley	Updated language from HR to People Team and updated contact information.	Approved
8.0	06.03.23	Andrew Mindenhall	Annual review, updated HO address	Approved
8.1	12.01.2024	Kat Sloman	Annual review. Updated branding	Approved
9.0	19.02.25	Simon Mounsey	Annual review.	Approved
10.0	May 2025	Simon Mounsey	Removal of Employee Owner wording and update of Business Model.	Approved

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11.0	October 2025	Simon Mounsey	Annual review.	Approved
12.0	October 2026	Fiona Phillips	Rebrand and Annual Review. Update CEO details.	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 / Andrew Mindenhall	Head of HR Operations & 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	Kat Sloman	People Operations Team Manager
9.0	25.02.25	Simon Mounsey	Chief People Officer
10.0	April 2025	Simon Mounsey	Chief People Officer
11.0	October 2025	Simon Mounsey	Chief People Officer
12.0	October 2026	Fiona Phillips	Chief People Officer

4 Approval and signature

This statement was approved by the Board of Directors of Agilisys Limited and is signed on its behalf by:

Signature Signed by: Patrick Abbotts 424D41B8FF354D0...

Name Patrick Abbotts

Position Director, Agilisys Limited

Date 05 November 2026

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