



Modern Slavery Statement

Agilisys HR

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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.

2 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.

3 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.

4 Our policy in relation to slavery and human trafficking

Agilisys Limited will take 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;
- Appointing an individual who will be responsible for ensuring the company is compliant with this policy;
- Identifying and prioritising high-risk areas in the supply chain.

5 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 unlikely and we believe that the recognition of modern slavery and complying with this policy will suffice to educate employees and partners. Should any of these relations change or we seek to build business relationships in sectors that are of a higher risk, Agilisys Limited will ensure to readdress this statement and make appropriate adjustments.

6 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 becomes part of our due diligence research when selecting new suppliers and sub-contractors.

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, seem under the control, influence of others, rarely interact or appear unfamiliar with their neighbourhood or where they work

Poor Living Conditions

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

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

Restricted Freedom of Movement

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

Unusual Travel Times

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

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 identify with any of the above you can report modern slavery by contacting the following organisations:

Call the police on 101

Call the slavery helpline 0800 0121 700

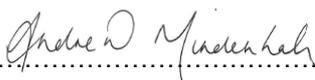
Complete an online form here; <https://modernslavery.co.uk/contact.html>

Further information and guidance:

<https://modernslavery.co.uk/report-it.html>

This policy was approved by the Board of Directors on 27/05/2016

The following information will be given to new employees when they join Agilisys Limited.

Signature.....

Name of Director..... Andrew Mindenhall.....

Date..... 02/10/2017.....



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