

Anti-Slavery Statement

ITEXACT Limited is committed to upholding the principles laid out in the UK's **Modern Slavery Act 2015** and supports the abolition of modern-day slavery and human trafficking in all its forms.

As such, we do not enter into business arrangements with any organisation or their subsidiaries, partners, or derivatives, who knowingly endorse or are involved in modern-day slavery. This includes forced labour, compulsory servitude, or any other activity that fits the definition outlined in the Modern Slavery Act 2015.

To enforce the stance detailed above, we carry out due diligence on organisations with which we work, only entering into agreements once we're satisfied that the organisation in question is in compliance with the Modern Slavery Act 2015 (or their territory's equivalent if abroad).

Further actions, and the policies which govern them, are listed below:

1. **COMPLIANCE WITH ANTI-SLAVERY AND HUMAN TRAFFICKING LAWS AND POLICIES**

In performing its obligations under the agreement, the Supplier shall:

- (a) comply with all applicable anti-slavery and human trafficking laws, statutes, regulations and codes from time to time in force including but not limited to the Modern Slavery Act 2015; and
- (b) have and maintain throughout the term of this agreement its own policies and procedures to ensure its compliance; and
- (c) not engage in any activity, practice or conduct that would constitute an offence under sections 1, 2 or 4, of the Modern Slavery Act 2015 if such activity, practice or conduct were carried out in the UK; and
- (d) ensure that each of its subcontractors and suppliers shall comply with the Anti-slavery policy and with all applicable anti-slavery and human trafficking laws, statutes, regulations and codes] from time to time in force including but not limited to the Modern Slavery Act 2015.

2. DUE DILIGENCE

2.1 The Supplier represents and warrants that at the date of this agreement:

- (a) neither the Supplier nor any of its officers, employees or other persons associated with it:
 - (i) has been convicted of any offence involving slavery and human trafficking; and
 - (ii) having made reasonable enquiries, so far as it is aware, has been or is the subject of any investigation, inquiry or enforcement proceedings by any governmental, administrative or regulatory body regarding any offence or alleged offence of or in connection with slavery and human trafficking.

2.2 The Supplier shall implement due diligence procedures for its subcontractors, to ensure that there is no slavery or human trafficking in its supply chains.

3. REPORTS

3.1 The Supplier shall notify the Customer as soon as it becomes aware of:

- (a) any breach, or potential breach, of the Anti-slavery Policy; or
- (b) any actual or suspected slavery or human trafficking in a supply chain which has a connection with this agreement.

4. TRAINING

4.1 The Supplier shall implement a system of training for its employees, suppliers and subcontractors to ensure compliance with the Anti-slavery Policy.

4.2 The Supplier shall keep a record of all training offered and completed by its employees, suppliers and subcontractors to ensure compliance with the Anti-slavery Policy and shall make a copy of the record available to the Customer on request.