



# MODERN SLAVERY AND HUMAN TRAFFICKING

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STATEMENT FOR FINANCIAL YEAR 2019

## 1 INTRODUCTION

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This statement is made on behalf of the eProseed Group pursuant to the section 54(1) of the Modern Slavery Act 2015 and comprises our slavery and human trafficking statement.

We are committed to improving our practices to combat slavery and human trafficking.

## 2 OUR BUSINESS

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eProseed is a leading provider of cutting-edge ICT solutions and services that enable customers to boost their IT flexibility, to enhance their business agility and to increase their competitiveness. eProseed offers award-winning services and solutions at both business and technical levels using mature practices that ensure results.

eProseed's portfolio of business applications and business accelerators is built on state-of-the-art, reliable technologies and sound knowledge of today's challenges; developed and maintained with the highest standards in mind. Comprehensive training and support are provided by eProseed's experts for both applications and underlying technologies.

### 3 OUR SUPPLY CHAINS

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Our supply chains include corporate suppliers for the provisioning of computer equipment and other corporate goods, outplacement of certain administrative tasks, and key business partners with whom we are collaborating for providing IT products, solutions and services to our customers.

The majority of our suppliers are local companies based in UK and in the European Union, in countries with strict regulations regarding human trafficking and slavery.

## 4 OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING

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Our organizational culture and CSR framework are built on the universal principles formulated by the United Nation Global Compact. They are therefore deeply embedded into the fabric of our organization.

In our activity as well as in our relationship with our suppliers and other stakeholders, we are paying a particular attention to the Human Rights and Labour principles formulated by the UNGC Global Compact and to the Modern Slavery Act 2015.

These principles become part of our strategy, culture and day-to-day operations, including in subsidiaries and the supply chain.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our business practices and our Code of Conduct and Business Ethics policy reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business and in our supply chains.

## 5 DUE DILLIGENCE PROCESS FOR SLAVERY AND HUMAN TRAFFICKING

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In order to maintain our Integrity and Busines Commitments and to identify, monitor and mitigate against any busines ethics and compliance risks, we have nominated senior representatives of the business unites and functions as part of our Compliance Committee.

The Compliance Committee reports directly to the Management Board and has the following attributions:

- Enforce our Business Ethics and Compliance Policies across our business, our trading partners and supply chain
- Identify, assess and monitor any potentials risks or breaches against our Business Ethics and Compliance policy, including any risks regarding slavery and human trafficking
- Mitigate the risks identified, including any occurring risk of slavery and human trafficking
- Protect whistleblowers

## 6 SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

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We have zero tolerance to slavery and human trafficking. To ensure all those in our suppliers comply with our values, all our major suppliers are required to pass a due diligence process that consists of the following steps:

- Answer a supplier questionnaire in order to verify their compliance with local and international regulations, including the ones regarding human trafficking and slavery and to identify any potential business risks.
- Pass a due diligence review that aims at verifying that:
  - There are no claims or complaints against the company for inappropriate business and ethical conduct, including any claims or complaints regarding human trafficking and slavery.
  - The supplier has taken all the appropriate measures to ensure their full compliance with the local and international laws and regulations, including the ones regarding labour and human rights.

## 7 TRAINING

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To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, in our supply chains and in our business partners, we provide relevant training to our colleagues. In our Supplier selection process, we also require our business partners to provide regular and relevant training to their staff and suppliers and providers.



## 8 STATEMENT

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This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31<sup>st</sup> December 2019 and was approved by the eProseed Chief Executive Officer, Geoffroy de Lamalle.

## 9 SIGNATURES

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	For and on behalf of eProseed Group s.a.r.l.
Signature	
Title	CEO
Print name	Geoffroy de Lamalle