

# Anthesis

Enterprise Software & Services

## Modern slavery and human trafficking statement

October 2022

Section 54 of the Modern Slavery Act 2015 requires commercial organisations to prepare a slavery and human trafficking statement for each financial year. This duty applies to commercial organisations with a total turnover of at least £36m per year.

Whilst Anthesis is therefore not required to produce such a statement, the Company's Directors, as signatories to this policy statement, have made a conscious and purposeful decision to set out the steps the Company has in place to make sure modern slavery and human trafficking is not taking place in any part of its operations or in any of the Company's supply chain and purchasing activities.

### Policy statement

This policy statement is part of the Anthesis Corporate Social Responsibility (CSR) programme. It sets out Anthesis's actions to understand the potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

The Company recognises its' responsibility to take a robust approach to slavery and human trafficking. Anthesis is committed to preventing slavery and human trafficking throughout its's operations and activities, and to ensuring that its supply chains are free from slavery and human trafficking.

This policy statement will be provided to all Anthesis colleagues and will be placed on the policy section of the Company's HR Information System. The statement will also be published on the Company's website as part of its' CSR suite of policy statements.

### Practical arrangements

The Operations Director is the designated senior level person with responsibility for leading and managing the Company's practical arrangements to deliver the commitments set out in this policy statement. These responsibilities include –

- Periodic review, normally annually, of this policy statement.

In support of this policy statement, Anthesis has an Ethical policy, together with a set of key principles concerning conflict of interest, that set out the expectations of all colleagues about the way in which they conduct their work on behalf of the Company. The Company also has in place a Whistleblowing policy to support an open culture in all its' dealings with colleagues and all other people with whom it comes into contact.

- Co-ordinating the appropriate briefing—activities required to support effective operation of these arrangements.
- Leading and co-ordinating any due diligence assessments or investigations.

In addition to the supporting policies described above, Anthesis maintains the following operational arrangements as an integral part of its' safeguarding practice –

- **Supplier and Procurement code of conduct**  
Anthesis is committed to ensuring that suppliers adhere to the highest standards of ethical conduct and practice. Reference to this Modern Slavery is contained in Consultancy Services Supply Agreements with our sub-contractors.  
  
- We take this seriously and repeated violations of our supplier code of conduct will lead to the termination of the business relationship.
- **Recruitment and agency workers policy**  
We use only specified, reputable employment agencies to source labour.

## Director sign-off

This policy statement was approved on ..... January 30, 2023

DocuSigned by:  
*Tom Constantine*  
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Tom Constantine  
Director

DocuSigned by:  
*Charles Noden*  
FDBC4CB815BA42C.....  
Charles Noden  
Director

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