

Modern slavery & human trafficking statement

At Acknowledgement, we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain.

This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking during the financial year.

About Acknowledgement and our supply chain

Acknowledgement is a software development company and digital agency. We supply software products and consultancy-based services.

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references.

We take a zero-tolerance approach to any instances of slavery or human trafficking that are identified in our supply chain. We encourage employees and contractors to report any suspicions or concerns in accordance with our whistleblowing policy.

Risk assessment

In the past year, we have conducted a risk assessment of our supply chain by considering:

- The risk profile of individual countries based on the Global Slavery Index
- The business services rendered by the suppliers
- The presence of vulnerable demographic groups
- A news analysis and the insights of labour and human rights groups

Policies

Acknowledgement operates the following policies for identifying and preventing slavery and human trafficking in our operations:

- *Whistleblowing Policy* - we encourage all employees, customers, and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.

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- *Code of Conduct* - our code encourages employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain.
- *Purchasing Code* - we have updated our Purchasing Code and supplier contracts to make explicit reference to slavery and human trafficking.

Supplier due diligence

Acknowledgement conducts due diligence on all new suppliers during on-boarding and on existing suppliers at regular intervals. This process includes:

- Assessing risks in the provision of services
- Seeking assurance from suppliers about their health and safety standards, labour relations and employee contracts and working practices (see below).

We require all suppliers to attest that:

- They don't use any form of forced, compulsory or slave labour
- Their employees work voluntarily and are entitled to leave work
- They provide each employee with an employment contract that contains a reasonable notice period for terminating their employment
- They don't require employees to post a deposit/bond and don't withhold their salaries for any reasons
- They don't require employees to surrender their passports or work permits as a condition of employment

Training and communications

Anti-slavery and human trafficking training is provided to staff involved in the procurement of new supplies and new suppliers to the business.

Approval

This statement covers the financial year 1 October 2023 to 30 September 2024.

For Acknowledgement Limited



Tom Jordan
Managing Director