Modern Slavery Statement

Operating responsibly

This statement sets out Scott Logic Limited's commitment to operating responsibly and acting ethically and with integrity in all our business relationships. It outlines our intentions to understand all potential modern slavery risks related to our business and to put measures in place that are aimed at ensuring that there is no slavery or human trafficking in our own business or our supply chains.

This statement has been produced in accordance with the Modern Slavery Act 2015, section 54, for the financial year ending 2021.

Our commitment

- Scott Logic is committed to the principles of the Modern Slavery Act 2015, and the prevention of slavery and human trafficking in our business and to ensure that our supply chains are also free from slavery and human trafficking.
- We want all our staff to feel confident that they can expose any wrongdoing without any risks to themselves
- Our recruitment and people processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.
- We will continue to review our policies and processes through the next financial year.

1. Organisation structure and supply chains

At Scott Logic we create highly effective, intuitive and well-engineered software applications for clients in complex domains. Scott Logic has built a strong reputation as the software partner of choice for many enterprise clients across the financial services, retail banking, publishing, energy and public sectors. Our onshore, UK model allows us to attract and retain highly skilled technologists, all of whom are permanent employees.

At Scott Logic we employ over 340 people predominantly in the UK. We have offices in Edinburgh, Newcastle, Leeds, London, Bristol and Copenhagen.

Our supply chains include:

- Business and Professional services
- Providers of Telecoms, IT equipment, Cloud storage centres, software and services
- Office and facilities service management including cleaning and maintenance
- Travel and accommodation providers and agents
- Recruitment agencies, labour providers and contractors
- Marketing, PR and production of promotional content

2. Our policies in relation to the Modern Slavery Act 2015

Our employee handbook comprises the following employee-related policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- Whistleblowing policy
- Employee code of conduct
- Grievance Policy
- Equality & Diversity policy
- Recruitment and Selection approach
- Verification, Vetting and Background check policy

Our employee handbook is available to all employees via our intranet, and issued to all new employees as part of their onboarding process.

We regularly review our policies to ensure that they are compliant, consistent and effective in promoting good practice.

3. Risk assessment and management

Due to the nature of our business, we consider ourselves to have a limited number of suppliers and therefore a low risk of modern slavery existing in our business and supply chains.

4. Due diligence

We are developing systems and processes to assist us in identifying and assessing potential risks in our existing supply chains, and when considering taking on new suppliers. This will include:

- Assessment of the existing supply chain to consider particular product or geographical risks of modern slavery
- Evaluating the modern slavery risks of all new suppliers
- Investigating all claims of unethical behaviour

We expect that suppliers maintain the same high standards and share our commitment to preventing modern slavery and human trafficking.

We encourage anyone working for Scott Logic to report any concerns or wrongdoings relating to the activities of the company, its employees, or the supply chain, by notifying their Line Manager, Head of Consultancy or raising through the Whistleblowing policy.

5. Key performance indicators to measure effectiveness of steps being take

To date, we have not identified any instances of modern slavery within our business or our supply chain. However, we recognise that we must continue with our commitment and further enhance or policies, processes and overall awareness of the issues surrounding modern slavery and human trafficking

As a result, our action plan includes:

- Requiring all employees involved in the procurement of goods or services to have completed training on modern slavery
- Including Modern Slavery Policy as part of employee induction
- Developing a supply chain charter by which we can evaluate the potential risks of our existing supply chain and all new suppliers.

We will establish priorities for these actions and report on our progress in our subsequent statements.

6. Training on modern slavery and trafficking

As part of our onboarding and induction, new employees receive a copy of our Employee Handbook which includes information on all key policies such as Code of Conduct, and our Whistleblowing Procedure.

We intend to develop and rollout training on Modern Slavery, which will increase awareness across our business and ensure that all of our employees understand the risk of modern slavery and human trafficking, and how to raise concerns that they may have.

Approved by

This statement was approved by our board of directors on 28 July 2021.



Graham Odds

Innovation Director

Scott Logic Ltd.