Modern Slavery Statement

2024-2025

SSCL

Introduction

Modern slavery is prevalent across the world. Given the hidden nature of the crime, it is almost impossible to understand the full scope and scale of the issue. As a digital services provider, Shared Services Connected Ltd (SSCL) recognises our supply chain poses the greatest risk for modern slavery and human trafficking, which we are committed to preventing in all our corporate activities and throughout our supply chain.

At SSCL we have a responsibility to ensure that there is no modern slavery or human tra icking in our own business and our supply chain. We respect human rights in all of our operations, acknowledging modern slavery is a systemic issue present in virtually every supply chain. We rely on external suppliers such as professional service providers who are not considered to be at high risk of modern slavery. However, we believe no supply chain is free of risk and that greater risk may be present further down the supply chain with indirect suppliers.

This statement relates to the financial year ending 31st December 2024.It is in accordance with the UK Modern Slavery Act 2015 and UK Government Procurement Policy Note 009 – Tackling Modern Slavery in Government supply chains.

This statement outlines the polices, processes and actions, SSCL has taken to understand and tackle the potential risks to our business from modern slavery.

Organisational Structure

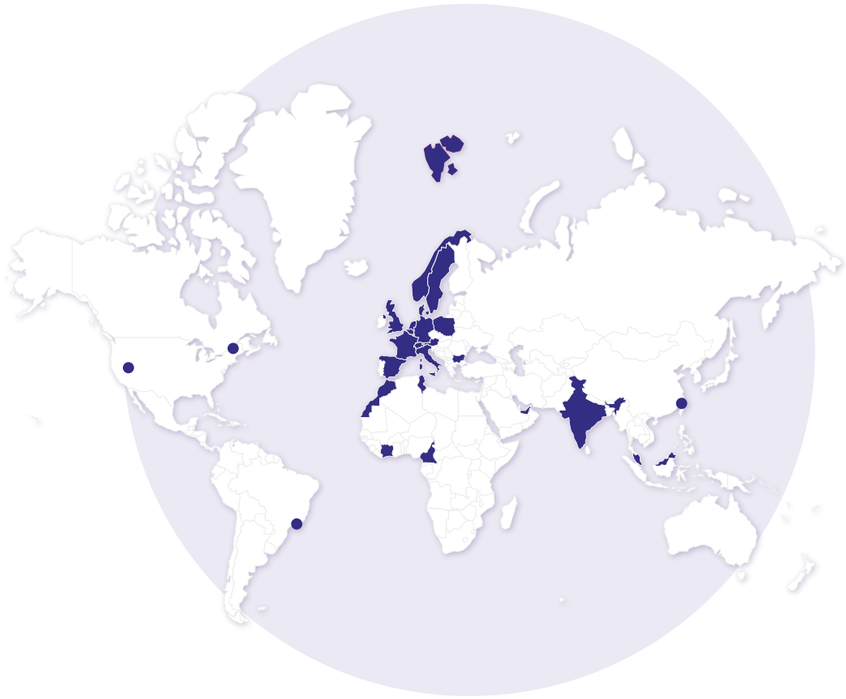
SSCL was founded in 2013 to provide business support services for Government, Defence and Police clients in the UK public sector.

The world is how we shape it. At SSCL, we are harnessing the power of innovation to drive positive change in business and society. Known for our collaborative approach, we provide consulting and digital services, creating innovative solutions at scale, to deliver sustainable growth and services that make life better.

Our work touches many lives in the UK. From helping the Government provide essential public and health services which offer more convenience and choice, to improving financial services to deliver fairer, customer-centric solutions which make a difference for our clients, their customers and our communities. SSCL has approximately 1,500 employees in the UK and is a subsidiary of Sopra Steria Group which has over 51,000 employees in 30 countries.

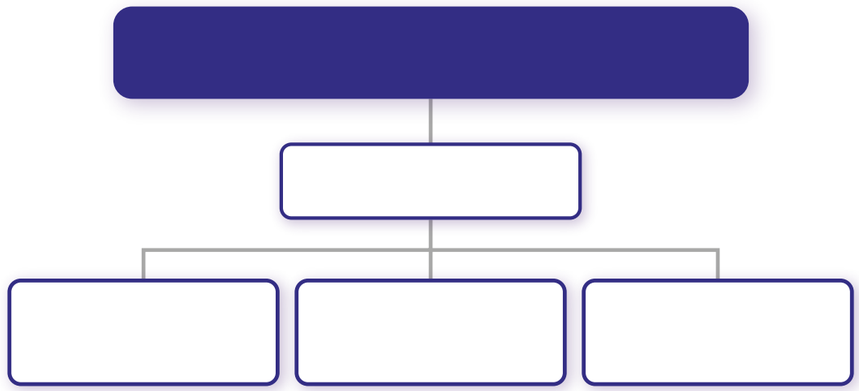
Our locations

- Austria
- Belgium
- Bulgaria
- Denmark
- France
- Germany
- India
- Italy
- Luxembourg
- Netherlands
- Norway
- Poland
- Spain
- Sweden
- Switzerland
- United Kingdom



Together we are proud to be a signatory to United Nations Global Compact including Principle Four: Labour. We also align our company to United Nations Sustainable Development Goals including Goal 8 - Decent work and economic growth. To make sure we are aligned with SSCL's values as an ethical business, we annually assess ourselves using the EcoVadis Corporate Social Responsibility (CSR) assessment. This provides us with an independently verified overview of our environmental, social and governance performance as well benchmarking ourselves against our competitors. For this, we have received EcoVadis' Platinum Award for the sixth year in a row. This ranks us in the top 1% of companies assessed globally against 21 different sustainability criteria which includes our response to modern slavery.

This statement covers the activities of SSCL headquartered in Hemel Hempstead in the United Kingdom. SSCL is part Sopra Steria Holdings which also comprises Sopra Steria Limited and NHS Shared Business Services. Sopra Steria Holdings is part of the Sopra Steria Group based in Paris, France.



Supply Chains

SSCL's supply chain primarily comprises of organisations within UK and Europe, though we recognise our upstream supply chain does include countries with a higher risk of modern slavery and/or human trafficking. We have approximately 260 suppliers in our active supply chain. We use due diligence questionnaires as well as an annual supplier engagement survey to collaborate with suppliers to gather responsible procurement evidence, including where relevant, the supplier's modern slavery statement. Where we believe the statement does not comply with UK Home Office guidelines, we will challenge the supplier to make amendments when and where appropriate. We expect our supply chain partners to uphold international labour standards, human rights and apply a risk-based approach to assessing their own suppliers.

Relevant Policies

SSCL is aligned to Sopra Steria policies, and we apply SSCL-specific policies where appropriate. The following policies outline the steps SSCL have taken to prevent modern slavery and human trafficking in our own operations and supply chain.

All policies are communicated to employees as part of the induction programme and any updates or new policies are included within our Business Management System which is accessible and promoted to all employees.

- Code of Ethics – This underpins our approach to transparency, fairness and loyalty towards our customers, employees, suppliers and others in wider society. The Code of Ethics is aligned to 10 principles of United Nations Global Compact. This includes fighting against child labour and exploitation, forced labour or any other form of compulsory labour.
- Responsible Procurement Policy – This policy applies to all procurement activities in the UK and requires we adhere to social, ethical, human and labour standards in the procurement of goods and services. Similarly, this is also reflected within our standard supplier terms and conditions as well as our Supplier Code of Conduct. These both require suppliers to uphold human and labour rights and legislation to prevent modern slavery and human trafficking in their own operations and supply chains.
- Sustainability Policy – our Sustainability Policy, in conjunction with its Sustainability Framework, allows us to be part of a more sustainable economy and community, have more engaged employees and forge better relationships with our stakeholders. This is achieved by aligning our strategy, objectives, policies and practices with the highest standards of environmental and social sustainability. This includes championing the human and labour rights of our employees and fighting modern slavery.
- Policy for Recruitment and Selection - We only use specified, reputable employment agencies to source labour. We always confirm the recruitment practices of any new agency before accepting workers from them. All candidates must go through a verified right to work check. In the UK, a requirement to comply with Modern Slavery Act 2015 is contained in our supplier contracts and is revisited in regular supplier review meetings.
- Equal Opportunities and Diversity Policy - This defines our commitment to establishing and maintaining a working environment which is free from discrimination, and which values all employees as individuals.

EcoVadis: Platinum

In 2024 Sopra Steria Group achieved Platinum status again. We are now recognised in top 1% of organisations assessed globally, 5th year in a row.

Living Wage Accredited: Employer

SSCL have been Living Wage accredited for the past four years.

International Labour Organization

At SSCL, we ask our Supply chain partners to make sure neither they nor their suppliers use child labour and that their employment of young workers adheres to the International Labour Organisation's standards and local regulations.

Due Diligence:

Within our own Operations

SSCL is committed to preventing modern slavery and human trafficking and has policies and processes in place to ensure that our employees are not being exploited and that they have a safe and supportive working environment.

To support this, we have taken the following steps:

- All employees have a contract of employment. It sets out rights and obligations arising from their employment including the notice period needed for them to terminate the contract and leave our employment.
- Employees are free to serve notice to SSCL at any time.
- We conduct pre-employment checks including verification of an employee's identity and ongoing right to work in the UK.
- We do not withhold any employee's identity documents including their passport during their employment.
- We comply with/provide enhanced versions of all legislation in respect of working time and statutory time off, holiday entitlement, time off for personal emergencies, sickness, maternity/paternity leave, minimum rest breaks and periods. These policies are communicated to all new employees during their induction process.
- Any updates or new policies are communicated to all employees through Group wide communications raising awareness of their employment rights.
- We respect the right of individual employees to join a trade union. Where groups of employees elect to be represented by a trade union, we are committed to engaging with trade unions in pursuit of harmonious industrial relations.
- SSCL provides all employees with access to a whistleblowing process, allowing them to report any concerns including breaches of human rights and human trafficking. To date, we have not had any instances of an employee reporting a suspected case within our company. No cases of modern slavery have been reported despite efforts to identify potential cases.
- SSCL have been Living Wage accredited for the past four years. We voluntarily pay all our employees the Real Living Wage including those employed by our property and facilities providers. We have also set an expectation in our Supplier Code of Conduct for our suppliers to pay the Living Wage or to work towards achieving Living Wage accreditation.

SSCL is aligned with United Nations Sustainable Development Goals which includes Goal 8 - Decent work and economic growth.