

Annual Reporting

Anti-Slavery and Human Trafficking Statement

July 2023

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1.0 Introduction

In accordance with Section 54, Part 6 of the *Modern Slavery Act 2015* (the “Act”), this statement sets out the steps that Appsbroker has taken to ensure that slavery and human trafficking are not taking place in our supply chain or in any part of our business for the period June 2022 to July 2023. This statement relates to Appsbroker Limited and its subsidiary, Appsbroker SRL based in Iasi, Romania collectively known as “Appsbroker.”

2.0 What is Modern Slavery?

Modern slavery may be defined as when an individual is exploited by others, for personal or commercial gain. Whether tricked, coerced, or forced, they lose their freedom. This includes but is not limited to human trafficking, forced labour and debt bondage. Modern slavery is an international crime, affecting millions of people around the world - a growing global issue that transcends age, gender and ethnicities. Sadly, vulnerable people from overseas as well as across the UK, are forced to work illegally against their will across many different sectors from agriculture, construction, hospitality, retail, manufacturing, and more.

3.0 Organisation and Supply Chains

Appsbroker is a private company limited by guarantee, incorporated in England and Wales. It is responsible for the management of its subsidiary in Iasi, Romania. Our business uses professionally qualified people employed directly by Appsbroker or its subsidiary. Our people policies ensure fair treatment of our people in all the areas that we operate. Our suppliers are mostly UK and US based companies in the low risk professional services sector.

4.0 Policies and Procedures

Appsbroker has established a zero-tolerance position on violations to the UK’s anti-human trafficking and anti-modern slavery laws. If we find breaches of these laws within our supply chain, we will look to support companies in their efforts to comply with the legislation.

Our shared values of Pace, Care and Excellence encapsulate the Appsbroker ‘family.’ They embody everything that we do at Appsbroker and how we do business. They outline the

expectation of our people's behaviour with colleagues, suppliers and all those others with whom we have contact during the course of our normal business activities.

We seek to treat everyone fairly and consistently, creating a workplace and business environment that is open, transparent and trusted. Our policies and procedures relating to the *Modern Slavery Act* are in line with our culture and values include;

- A *Modern Slavery and Human Trafficking Policy*, which sets out the key issues and how we should respond including a process for raising concerns internally.
- A *Business Conduct and Ethics Policy*, which sets out the key issues and how we operate as a business.
- A *Responsible Procurement Policy* for how we deal with suppliers, which makes clear the standards we expect.
- Employment policies that protect our people from unfair treatment and promote a fair and inclusive workplace.
- A robust recruitment process in line with relevant employment laws including market-related pay and rewards reviewed annually.

5.0 Monitoring and Remediation

If any employees are concerned about such related activities within the organisation or the supply chain, we urge them to report this to a director immediately. Any reports made regarding suspicions or concerns will be taken seriously and thoroughly investigated.

We record complaints and related issues received via our compliance email or through other sources, together with the remediation action(s) taken.

6.0 Training

Appsbroker provides annual training to all our team as part of its Business and Ethics Conduct awareness programme. This training includes the subject of modern slavery and in particular highlights our commitment to educate and raise awareness of this subject within our business.

7.0 Statement Approval

This statement is in respect of Appsbroker's financial year ended 31 March 2023 and was approved by the Appsbroker's Board on 13 July 2023.



Updated 13 July 2023