

Voluntary Slavery and Human Trafficking Statement

Micad Systems (UK) Limited ("*Micad*") is committed to strengthening our efforts to combat modern slavery within our operations. We aim, as far as possible, to ensure that our supply chains are free from slavery and human trafficking. This statement outlines the actions undertaken in 2025 to identify potential risks related to modern slavery within our organisational structure and supply chains, and the measures implemented to address and eliminate these risks, reflecting our ongoing commitment to ethical standards and human rights.

Organisational Structure and Business

Micad is a UK-based software company providing facilities and estates management solutions. We operate in the software sector and serve clients across the UK, with operations extending to the United States and Australia. Our group turnover is under £36 million. Our supply chain primarily includes software and cloud hosting providers, and individual subcontractors who assist with software development and marketing.

Policies and Ethical Principles

We operate an Anti-Slavery and Human Trafficking Policy, which outlines our commitment to ethical business conduct and to prevent exploitation within our operations and supply chains. This policy is reviewed regularly and sets out the standards we expect of our suppliers and contractors.

Additionally, we maintain a comprehensive Whistleblowing Policy and provide an independent third-party whistleblowing line, accessible to all employees. This enables staff to report concerns confidentially, including any suspicions of unethical, illegal or exploitative behaviour.

All employees are subject to legally compliant employment contracts, and none have paid any direct or indirect recruitment fees. All staff are entitled to work in the UK and recruitment checks are conducted in accordance with UK law.

Where services are provided by external contractors or consultants, appropriate agreements or contracts for services are in place to ensure clarity of terms and accountability.

Due Diligence in Supply Chains & Risk Assessment

While we are not in a high-risk sector, we are committed to improving our supply chain oversight. At present, supplier due diligence is focused on IT security and is conducted via a questionnaire shared with both prospective and current suppliers. These relationships are reviewed annually.

We recognise the importance of identifying and managing risks associated with modern slavery, even in sectors such as software where the risk profile is typically low. While our current approach to risk is proportionate to the nature of our operations, we are committed to enhancing our visibility and oversight.

We will continue to review the risk across our tier one suppliers and explore appropriate mechanisms to evaluate and monitor risk at deeper levels of the supply chain where relevant.

Training and Awareness

We recognise the importance of awareness and education in preventing exploitation and upholding our ethical commitments. All employees receive annual refresher training covering key internal policies, including our Anti-Slavery and Human Trafficking Policy and Whistleblowing Policy, which are also reviewed annually by a third-party HR consultancy. This helps ensure our staff remain informed and confident in identifying and reporting any concerns.

As our compliance framework develops, we will continue to assess training needs across the business, with a focus on areas such as procurement and supplier engagement.

Effectiveness and Key Performance Indicators (KPIs)

We use the following KPIs to measure how effective we have been at ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Percentage of supplier contracts that include anti-slavery provisions;
- Percentage of staff receiving training on identifying and addressing the risk of slavery and human trafficking in our business and supply chains;
- Number of modern slavery-related concerns raised and addressed.

This voluntary slavery and human trafficking statement is made for the financial year 2025 and was approved by the Board. This statement will be submitted to the UK Government's Modern Slavery Statement Registry as part of our commitment to transparency and ethical business practices.

Peter Harris

Chief Executive Officer
Micad Systems (UK) Limited

Date: 2nd May 2025