Anti-Slavery and Human Trafficking Statement 2022

Introduction

This statement is made on behalf of the UK companies, Solifi Group (UK) Limited and Solifi (UK) Limited, hereafter jointly referred to as "the Group" to address section 45 (1) of the Modern Slavery Act 2015.

Registered office: 10 Queen Street Place, London, EC4R 1AG.

The Group has a few related companies, including International Decision Systems, Inc., Solifi Software India Private Limited, Solifi Austria GmbH, Solifi Germany GmbH, Solifi PTY LIMITED, IDS Group Parent, L.P., Beijing White Clarke Group Software Systems Co. Ltd. (collectively "Solifi")

The Group is committed to continually improving its practices to combat slavery and human trafficking and has zero tolerance of modern slavery in all its different forms both in its business and in its supply chain.

This is our 2022 modern slavery statement following the introduction of the Modern Slavery Act 2015 and is made pursuant to section 54(6) of the Act and constitutes the Company's anti-slavery and human trafficking statement for the financial year ending on 31 December 2022. This statement sets out the steps taken during the financial year ended 31 December 2022 by the Company to prevent modern slavery and human trafficking in its business and supply chains.

Our business – Structure, business and supply chains

Solifi Group (UK) Limited operates as a world leading provider of end-to-end automotive, consumer and asset finance software for the retail, fleet and wholesale business, delivering proven, innovative software solutions to more than 300 of the world's leading finance organizations in 30 countries.

Solifi operates in the UK, North America, Asia, Australia and Europe, with its head office of operations dual located in the UK and USA.

Supply chain management

As a software provider the Group does not have a supply chain (local or international) where modern slavery or human trafficking would be a risk meaning contractors and suppliers used by the Group are not likely to be susceptible to any such risk. The Group is committed to acting ethically and with integrity in all its business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking does not take place anywhere in the business or supply chains.

As part of our due diligence process, we undertake a review of the anti-slavery internal controls during any procurement process with new suppliers and reviews of existing suppliers.

This review has not led to revisions of the existing internal controls.

Policies in relation to slavery and human trafficking

The Group's policy to this effect is included in other group policies as appropriate, including business ethics (including anti-bribery), and social responsibility statements and policies, including newly developed environmental, social, and governance policies. These polices are accessed by employees via our internal systems and are re-published when any changes are made. The Group understands that it has a responsibility to continue to assess and mitigate the risk of modern slavery across the business in the long term.

The Group continues to provide training updates on the modern slavery regulation to the relevant personnel or departments within the company who are directly involved in procurement or who have governance of procurement.

The Group has included its modern slavery policy in its internal HR portal which is made available to all employees globally.

Identified risks and steps taken to prevent and manage the risks

To assess the effectiveness of controls to ensure modern slavery does not exist within any of the Group's business activities, the Group aims to, in 2023:

- Monitor government and other large companies' perspectives on and approaches to modern slavery and actively consider their applicability to the Group.
- Continue to develop automated recruitment processes within our online tool

This will support existing policies setting out the Group's approach to being inclusive and diverse, and improving employee well-being and employee consultation and engagement.

Due Diligence process for slavery and human trafficking in our business and supply chains

As part of our focus to identify and mitigate risk:

- The Group will continue to monitor and assess potential risks across the business and our supply chains.

Recruitment & Selection

The Group follows a clearly defined recruitment and selection process ensuring that only reputable agencies are used to source employees.

All subsidiaries of the Group ensure appropriate controls are in place to ensure employees have the right to work and are therefore protected by relevant employment legislation, including but not limited to checking for right-to-work documents, visas, and passports. We have implemented an online recruitment portal to enable stricter processes in our recruitment and selection and will continue to develop automated processes to ensure continued controls in this area.

Effectiveness in combatting slavery and human trafficking

The Group understands that it has a responsibility to continue to assess and mitigate the risk of modern slavery. While the Group continues to make progress in this area, future developments will be to understand the nature of that risk, establish policies and implement controls to manage any risk that arises.

Solifi aims to:

- Monitor other large companies' perspectives and approaches to modern slavery and ensure the Group are in line with these approaches where applicable to our business.

Training on slavery and human trafficking

Solifi aims to:

- Continue to provide updates via our internal training platform to broaden knowledge of this critical area amongst all global employees.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Company's slavery and human trafficking statement for the financial year ending 31 December 2022, submitted end of September 2023.

Signed by David Hamilton on behalf of Solifi UK Ltd Board approval date: 30th April 2024

