

## **Kerridge Commercial Systems Group Limited**

### **Modern Slavery Statement**

#### **Introduction**

The United Kingdom Modern Slavery Act of 2015 requires businesses to publish an annual statement specifying the efforts taken to prevent slavery and human trafficking anywhere in their own business or their supply chains.

This Modern Slavery Statement applies to Kerridge Commercial Systems Limited and its affiliates companies ("KCS"), pursuant to section 54 of the Modern Slavery Act 2015 (the "Act") in respect of our Financial Year 2022/23.

#### **The Company**

KCS is a limited company, registered in England and Wales with registered number 7090521, and registered office of 2a Herongate, Charnham Park, Hungerford, Berkshire, RG17 0YU.

KCS is a dynamic and expanding company which provides specialist software, services and support to deliver fully integrated trading and business management solutions to distributive trades customers. We know that slavery, servitude, forced labour and human trafficking is a global and growing issue, existing in every region in the world and in every type of economy.

#### **Our approach**

We consider KCS to be relatively low risk in relation to modern slavery given the sector in which we operate.

We are committed and will work towards ensuring that there is no modern slavery in our business operations and at all times to act ethically and with integrity in all our relationships. We will not support any arrangement that is knowingly involved in modern slavery.

We expect all staff to act ethically and with integrity and to report any concerns which impact modern slavery using the appropriate reporting channels. Our management and executive teams are expected and are required to act upon them.

#### **Our practices in relation to combatting modern slavery**

We continuously undertake the following activities in our business to mitigate the risks of modern slavery.

These practices are annually reviewed and updated accordingly

## Policies and Training

All our staff are expected to comply with our group internal policies include our *Business Ethics Policy* where we confirm our responsibility to act at all times with integrity and honesty and within the law, and to act responsibly in leading and directing our business activities.

Our *Equal Opportunities Policy* reaffirms our strong commitment to providing for all our employees a working environment that is free from harassment, intimidation, or discrimination in any form that may affect the dignity of the individual.

We also operate a *Whistleblowing Policy* which encourages staff to report any wrongdoing which includes any human rights violations including any practices that relate to modern slavery. It includes any perceived wrongdoing by external agents and contractors. All reports will be fully investigated and appropriate remedial actions taken.

New employees receive induction training covering our company policies and our ethical stance, and this is supplemented by any further training as required. This is reinforced for managers in our *Management Handbook*.

## Employment

We apply rigorous and thorough standards of integrity to the recruitment and management of our staff. These include pre-employment checks on any prospective employee prior to them joining us.

Additional safeguards include HR checks to ensure that KCS complies with local employment legislation and applicable regulations. These checks include ensuring that no KCS company employs young people under the legal employment age in any country in which we operate. Where applicable, KCS conforms to the National Minimum Wage and National Living Wage rates.

All of our staff are expected to comply with relevant laws and professional codes of conduct, as well as KCS other policies and procedures.

We have a HR compliance training programme to ensure compliance and ongoing awareness of our commitment to our people, customers and our supply chain.

## Suppliers

KCS has established binding relationships with the businesses it engages to run its operations and premises, such as outsourced service providers, catering and cleaning providers. In our dealings with these suppliers we do not make any demands on them that may lead them to violate applicable laws including modern slavery. The majority of our suppliers are based in the UK and supply standard goods or services.

Our supplier base is reviewed regularly by the management team and any risks of modern slavery assessed. Should any suppliers and contractors be deemed to be anything other than low risk, they will be required to confirm that they comply with the principles and requirements of the modern slavery legislation, as well as their commitment to ethical trading and management.

## Steps we will be taking to combat modern slavery in Financial Year 2023/4

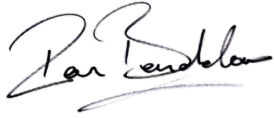
We will form a working group with representatives from key business areas.

This group will conduct a programme to identify and audit areas of elevated risk within our global business and supply chain. Our findings and actions will be reported on in the 2024/2025 annual statement.

This group will provide input to the programme in the following areas:

- Centralise modern slavery related activities being carried out by KCS.
- Raise the awareness and understanding of modern slavery and its impacts.
- To act as a forum for discussing any modern slavery issues identified.
- Identify areas of modern slavery risk and look for ways to minimise any identified risks.
- Look for ways to better demonstrate adherence to modern slavery controls.

**Approved and signed by**

A handwritten signature in black ink, appearing to read 'Ian Bendelow', written in a cursive style.

**Ian Bendelow, Director**

A handwritten signature in black ink, appearing to read 'Nigel Bedford', written in a cursive style.

**Nigel Bedford, Director**

**Thomas Barnds, Director**

A handwritten signature in black ink, appearing to read 'Thomas Barnds', written in a cursive style.

**Jason Klein, Director**

A handwritten signature in black ink, appearing to read 'Jason Klein', written in a cursive style.

## Kerridge Commercial Systems Group Limited

### List of companies to which this Modern Slavery and Human Trafficking Statement applies

Name	Country of Incorporation
Kerridge Commercial Systems Group Limited	United Kingdom
Kerridge Commercial Systems (Midco) Limited	United Kingdom
Kerridge Commercial Systems (Bidco) Limited	United Kingdom
MAM Software Limited	United Kingdom
Kerridge Commercial Systems Limited	United Kingdom
Kerridge Commercial Systems Trustee Company Limited	United Kingdom
Eagle Bidco 2018 Limited	United Kingdom
InspHire Limited	United Kingdom
Kerridge Commercial Systems (KSH) Limited	United Kingdom
InspHire Australia Pty Limited	Australia
Kerridge Commercial Systems Belgium NV (formerly Virtus NV)	Belgium
Infomat NV	Belgium
Kerridge Commercial Systems (Canada) Ltd	Canada
Kerridge Commercial Systems (KKE) Limited	Kenya
Kerridge Commercial Systems (Nederland) BV	Netherlands
Kerridge Commercial Systems (KNG) BV	Netherlands
Kerridge Commercial Systems (KNV) BV	Netherlands
Kerridge Commercial Systems (KNR) BV	Netherlands
Kerridge Commercial Systems (KNW) BV (formerly Unit 4 Wholesale BV)	Netherlands
InspHire International B.V.	Netherlands
Infomat BV	Netherlands
Kerridge Commercial Systems (Ireland) Limited	Republic of Ireland
MAM Software (Ireland) Limited	Republic of Ireland
Kerridge Commercial Systems (South Africa) Pty Limited	Republic of South Africa
Kerridge Commercial Systems (KIR) Pty Limited	Republic of South Africa
IQ Retail Proprietary Limited	Republic of South Africa
Palladium Business Solutions Proprietary Limited	Republic of South Africa
Enterprise Software Investments Proprietary Limited	Republic of South Africa
Kerridge Commercial Systems US Holdco Inc	USA
Kerridge Commercial Systems Corporation	USA