



# Modern Slavery Policy

## Introduction

At Access UK Ltd, we are committed to doing business the right way, having attained a position in 'The Sunday Times Top 100 Companies to Work For' on a number of occasions. We are absolutely committed to putting in place steps that are aimed at ensuring that our Company is free from slavery and human trafficking and that all our employees, as well as the employees, agents and contractors of the companies that work on our behalf, are kept safe.

## Our Company Structure and Vision

Access UK Ltd is a privately owned software development company, predominantly based in the UK and with offices in the USA, Australia, Malaysia, Romania, and New Zealand.

Since 2012 we have gone from 380 employees to just over 3000 through growth organically and via acquisition. We have a 2025 vision to be the UK mid-size market leader in cloud-based software which will create huge opportunity for employees and see us gain even more market share.

We have over 40,000 customers who use our range of software and services including Enterprise Resource Planning (ERP), Finance, Human Resources (HR), Payroll, SaaS, Customer Relationship Management (CRM), warehousing, business intelligence, professional services automation, Legal, Learning, Payments, EPOS and manufacturing.

We exist to free people from complexity so they can move with speed and ease. We achieve this by delivering simple, friendly, smart and reliable solutions. We take business operations online and mobile.

## Our Employees

Our values, "CROWDS", define the culture of our Company: we **C**hange, we **R**espect, we **O**wn, we **W**in, we **D**o, and we **S**mile.

We **R**espect means:

We have a lot of respect for each other,  
we practice what we preach,  
we respect people's individuality,  
we don't have a blame culture,  
we deliver what we promise.

We provide a confidential helpline for our employees enabling them to raise concerns about anything they may see which goes against our Code of Ethics. This helpline is available 24 hours per day, 7 days per week.

We operate a thorough recruitment and selection process for all our hiring decisions. This includes obtaining documented proof of an individual's right to work in the country in which they will be employed.

Access always pay at least the minimum wage rate applicable.

## Our Supply Chain

Due to the nature of Access' business, the risk of modern slavery existing in our supply chain is low compared to businesses operating in other sectors. However we are not complacent and continue to work to improve our policies and procedures to ensure slavery and human trafficking is not taking place anywhere in our supply chains by assessing all suppliers.

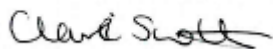
Access are first in the supply chain in terms of the provision of services to our customers. The majority of our spend with third parties is in IT, marketing, real estate and facilities and professional services. Spend commitments are subject to legal contracts and we do not pay cash for services. Our major suppliers are large, multinational companies who have their own standards of ethical of behaviour in place and we ask for details of these standards via our formal tendering process.

## Our Activities to date / in Next 18 Months

- Our activities to date have included looking at how we engage with new suppliers. We have a Supplier Management Process as part of our ISO27001 certification and have included Modern Slavery as part of that assessment. If qualified under the Modern Slavery Act 2015, we have required each supplier to provide us with a copy of their own statement and any future updates, or to warrant that they have a published statement which they make available for review on their corporate website.
- We are developing standard-processes that encourage existing and new suppliers to comply with applicable anti-slavery and human trafficking legislation, including the Modern Slavery Act 2015.
- We will also, where appropriate and practical, visit our suppliers' offices, manufacturing and warehousing plants both in the UK and abroad. This will help us to become familiar with how they operate and what safeguards they have in place to reduce, remove and prevent the use of slave or forced labour in their organisations and their supply chains.
- We are making sure that our employees are aware of the Modern Slavery Act, of the definitions of slavery and human trafficking and that they know what to do should they suspect a case of slavery or human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Access UK Ltd.'s slavery and human trafficking statement for the financial year ending 30 June 2021. The Board of Access UK Ltd has approved this statement.

Our Modern Slavery Statement can be viewed on our website here <https://www.theaccessgroup.com/modern-slavery-policy-statement/>



**Claire Scott**  
Chief People Officer