

Modern Slavery Policy

Business Systems International Ltd is committed to preventing and mitigating exploitation, bribery and corruption. We will not accept modern slavery, forced labour and human trafficking anywhere within our operations or supply chain. Our commitment is set out in further detail.

1. Purpose

The purpose of this policy is to describe the commitment of Business Systems International Ltd to help eradicate modern slavery and human trafficking wherever it exists.

2. Scope

This policy applies to all individuals working for Business Systems International Ltd in any capacity.

The company Directors have overall responsibility for ensuring this policy complies with our legal and ethical obligations and that all staff, trustees and committee members comply with it.

3. Our commitment

Business Systems International Ltd adopts a zero-tolerance approach to modern slavery, human trafficking and any form of bribery and corruption, directly and indirectly, associated with these criminal acts. We are committed to acting ethically in all our business dealings and relationships, and to implementing and enforcing effective processes and controls to ensure modern slavery is not taking place in our business or in any of our supply chains. We fully support the eradication of modern slavery and human trafficking.

A breach of these Policies by any employee will be considered as an act of gross misconduct and may, if proven, result in summary dismissal.

The Company will not conduct business with suppliers, sub-contractors, agents or representatives that do not support similar policies. The success of the Company's Anti-Slavery measures depends on all employees, customers, sub-contractors and suppliers adhering to this policy. The prevention, detection and reporting of any instances is the responsibility of all employees. If any employee becomes aware or suspects that an activity or conduct which is proposed or has taken place contravenes this policy, then they have a duty to report this.

All employees and others acting for, or on behalf of, the company are encouraged to report any such incidence in accordance with the procedures set out in the Policy or in the case of third parties to a director or officer of the company.

We encourage whistle-blowers and the company will unequivocally support any individual who, in good faith, contacts us and reports any suspicious incidences of malpractice or wrongdoing in regard to this policy. Any such reports will be treated in strictest confidence.

4. Communications and training

Business Systems International Ltd ensure that staff receive regular training on modern slavery issues. And we believe that the prevention, detection, and reporting of modern slavery in any part of our business and supply chains is the responsibility of all of us working across the organisation:

- We expect everyone to raise any concerns about modern slavery, through their manager.
- Staff policies are in place to ensure that we act upon our commitment to eradicate modern slavery and human trafficking, including responsible recruitment, dignity at work and a pay framework. We are an accredited Living Wage employer.

This policy will be shared with all staff and included in the list of policies that new starters are expected to read and accept.

5. Contact and further information

The responsibility for monitoring this policy rests with the Business Systems International Ltd management team. The policy will be reviewed annually and updated when Business Systems International Ltd deem it necessary or when legislation changes.

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Business Systems International (BSI)