

# MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT



Supplier name: **SynApps Solutions Limited**

Publication date: **1<sup>st</sup> March 2024**

## **Policy and Management Responsibility**

The statement is pursuant to section 54 of the Modern Slavery Act 2015 and sets out SynApps' commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. SynApps is committed to eliminating modern slavery, human trafficking forced labour and similar human rights abuses.

Reports surrounding these issues are taken extremely seriously by our board of directors who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:

- Working with the appropriate organisations to improve standards,
- Removing that organisation from our preferred supplier list,
- Passing details to appropriate law enforcement bodies.

## **Organisational structure and supply chains**

This statement covers the business activities of SynApps Solutions Limited which are as follows:

The provision of Content Management, Consultancy and Implementation Services, Business Process Management Services, Provision of Hosted/Cloud based Services, Software Development, Sale/re-sale of Software, and Software Support.

## **High Risk Activities**

No high risk activities are defined within the current scope of the business, but we are aware of the potential of the risk of modern slavery or human trafficking.

## **Training**

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all staff to be aware of the signs of modern slavery and what they should do if they suspect that it is taking place within our supply chain or client's businesses.

## **Policies**

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. **Anti-slavery policy:** This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. **Employment policy:** We operate a robust recruitment/employment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. **Whistleblowing policy:** We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.  
The Modern Slavery Helpline can be contacted on 0800 0121 700.
4. **Code of business conduct:** This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

## Due Diligence Processes for Slavery and Human Trafficking

SynApps Solutions Limited operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have their own modern slavery policy, and it is aligned with ours.
2. They have taken steps to eradicate modern slavery within their business
3. They hold their own suppliers to account over modern slavery
4. For UK based suppliers: They pay their employees at least the national minimum wage / national living wage
5. For international suppliers: They pay their employees any prevailing minimum wage applicable within their country of operations
6. We may terminate the contract at any time should any instances of modern slavery come to light

## Performance indicators

SynApps Solutions Limited has in place a number of key performance indicators and controls which include:

- Numbers of reported instances identified by our employees, the general public, or law enforcement agencies in regard to potential Modern Slavery practice breaches.

- Number of employees and sub-contractors who have successfully completed mandatory training provided by third party advisors and regular knowledge testing.
- Number of Tier 1 suppliers who have responded to our onboarding questionnaire.
- Number of Tier 1 suppliers who have at least an equivalent awareness training programme.
- Number of Tier 2 suppliers who have been made aware of and have agreed to SynApps' Modern Slavery and Human Trafficking Policy.

**Signed on behalf of SynApps Solutions Limited and with the authority of the Board of Directors:**

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*James Paton*  
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27-Feb-2024

Date: .....