

Unit4 Business Software Modern Slavery and Human Trafficking Statement 2019/2020

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Unit4 Business Software Ltd and other relevant members of its group (referred to in this statement as “Unit4”) during the financial year ending 31 December 2018 to prevent modern slavery and human trafficking in its business and supply chains.

Introduction

Unit4 strives for excellence and will work diligently to take measures to minimize our environmental impact, to conduct business to the highest ethical standards, to support our colleagues the world over and to bring value to the societies in which we reside.

Unit4 has a **zero-tolerance** policy in relation to slavery and human trafficking and is committed to acting ethically and with integrity in all our business dealings and relationships. Unit4 has created policies and processes to ensure compliance with this policy. Through careful observance of these internal policies and processes, we are committed to ensuring that there is no modern slavery or human trafficking taking place in any part of our business.

Our Business Structure

Unit4 is a leading provider of enterprise applications empowering people in service organizations. With more than 3,000 employees world-wide, Unit4 delivers ERP, industry-focused and best-in-class applications. Unit4 is in business for people. All operations, including the UK business (Unit4 Business Software Limited), are ultimately owned by AI Avocado Holding B.V. a company headquartered in Utrecht, in the Netherlands and our group turnover is approximately €500,000,000.

Our Commitment

Unit4 are serious about our brand because it's part of our identity and so is our commitment to corporate social responsibility. We believe transparency is the best way we can ensure the public that we are doing our best as an ethical corporate citizen. In that spirit, we have published here our third annual statement of slavery and human trafficking, made in compliance with Section 54 of the (UK) Modern Slavery Act, in which we explain how slavery and human trafficking can affect our business and the steps we are taking in the fight against it. This statement is intended to fulfil the legal requirement for a slavery and human trafficking statement on behalf of Unit4 Business Software Ltd and other relevant members of its group. Our efforts against slavery and human trafficking complement Unit4's broader commitment to policies, ethics and corporate social responsibility encapsulated in Unit4's Code of Ethics and Business Conduct, General Business Principles and our Business Partner Code of Conduct, each of which are available on our website.

1. Developing policy

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continue to work in line with the general business principles as outlined above, which encapsulate Unit4's commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure key rights to stakeholders are observed. Unit4 will continue to monitor and update (where necessary) its existing general business principles to reaffirm its commitment to ensuring slavery and human trafficking is not taking place anywhere

in our supply chains. Unit4 has an experienced procurement department who endeavour to follow the Unit4 procurement policy and monitor compliance with this as well as overseeing individual supplier appointments.

2. Identifying and addressing risk

As part of our initiative to identify and mitigate risk we continue to hold meetings and discussion groups within the procurement, compliance, legal and human resources departments to further develop policy, systems and best practice.

We continue to look at implementing systems to:

- Identify and assess potential risk areas in our supply chains;
- Mitigate the risk of slavery and human trafficking occurring in our supply chains;
- Monitor potential risk areas in our supply chains; and
- Protect whistle blowers.

3. Supply chain due diligence and training

We will look to implement (where practicable) additional supply chain due diligence, consisting of completing practical exercises when selecting our suppliers and ensuring contractual commitment to anti-slavery and human trafficking legislation. Unit4 has a set of general purchasing terms which, if entered into by a supplier, require the supplier to comply with all applicable laws, have and maintain their own policies and procedures to ensure compliance with all applicable laws and comply with our Business Partner Code of Conduct.

We have representatives from legal, audit and compliance, human resources and procurement (across the business) involved in such compliance.

To further ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we have implemented training to our staff. Training is now provided to all staff on their induction with Unit4. We will continue to augment and amend our existing training programme around ethics and good business practices.

Unit4's recruitment team and human resources department continue to follow company policy in relation to direct recruitment and the use of recruitment agencies.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Unit4's slavery and human trafficking statement for the financial year ending 31 December 2018. It relates to the actions taken by Unit4 Business Software Limited and each relevant member of its group in tackling modern slavery and human trafficking during the year and has been approved by the board of directors of the parent company, Unit4 NV and of the principal UK operating company, Unit4 Business Software Limited.



Mike Ettling, CEO Unit4

Date: 30 June 2019

Review Date: 30 June 2020