

Slavery and Human Trafficking Statement

Introduction

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.

Business Structure

Unit4 is a leading provider of enterprise applications empowering people in service organizations. With more than 4,200 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.

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 first 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. The statement is intended to fulfil the legal requirement for a slavery and human trafficking statement on behalf of all companies within the Unit4 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 and General Business Principles.

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 have introduced 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 augment 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 have put in place a developed procurement policy and monitor compliance with this as well as overseeing individual supplier appointments.

2. Identifying and addressing risks

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

We are looking to put in place 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.
- Protect whistle blowers.

3. Supply chain due diligence and training

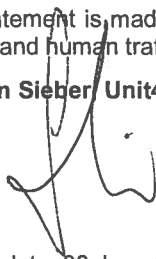
We will look to implement (where practicable) additional supply chain due diligence, consisting of completing practical exercises when selecting our suppliers and ensuring contractual commitment to anti-slavery and human trafficking legislation.

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 will be introducing training to our staff by augmenting and amending our existing training programme around ethics and good business practices.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 December 2017.

Stephan Sieber Unit4 CEO



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