

Northgate Public Services (UK) Limited (“the Company” or “we”) is committed to the sustainable development of its business and to improvement in its management of socio-ethical, environmental and governance issues, including a commitment to ensuring that the Company’s business and its supply chain are free of any slavery and human trafficking.

The Company acknowledges its responsibility as a commercial organisation under the Modern Slavery Act 2015, and ensures the communication of this responsibility, as well as transparency, within the organisation and within its supply chain. The Company will not support or deal with any business it knows to be involved in slavery or human trafficking.

Our business headquarters are in the United Kingdom and we also operate in India, Canada, Australia, Ireland and New Zealand providing software and outsourced services.

We have relationships with external businesses to source components for our business. A significant proportion of our suppliers are global companies and they make up the bulk of our supply chain.

The risk of modern slavery and human trafficking within the Company and its supply chain has been assessed by the Environmental, Social and Governance (ESG) steering group, which includes a member of the Company’s Executive Committee.

We recognise that the level of management control required for the review of any imports from sources from outside of the UK and EU is potentially higher than the management control needed for the UK and European markets as they are more at risk for slavery / human trafficking issues. The majority of our suppliers for our operations outside of the EU are contracted centrally (and are subject to the same controls set out below), and the main provider of services to us from India is our sister company, Rave Technologies, which is part of the same corporate reporting structure.

Steps we have taken to monitor our supply chain include:

- asking our main existing suppliers to complete a questionnaire regarding their compliance with the Modern Slavery Act 2015, any associated policy or policies, and measures taken to monitor their own supply chains;
- amending our approval process for new suppliers so that it requires each new supplier to confirm the controls undertaken by it to combat slavery and human trafficking in its organisation and supply chain;
- inclusion, where possible, in supplier contracts of appropriate provisions around compliance with the Modern Slavery Act 2015 and associated policy.

In addition, we have a set of internal supporting policies in place, including a Whistleblowing Policy, to protect against the risks of slavery and human trafficking.

The Company’s directors and senior management take the responsibility for implementing the Company’s anti-slavery and human trafficking policies and procedures and provide adequate resources (including training) and investment to ensure that slavery and human trafficking are not taking place within the Company or within its supply chain.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015.

Ian Noble

**Chief Process Officer**