

Modern Slavery Statement



This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes Intelligent Delivery Solutions' modern slavery, human trafficking statement for the financial year 1 April 2023 to 31 March 2024.

ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

Intelligent Delivery Solutions is strongly opposed to slavery and human trafficking. We strive to act ethically and with integrity in all our business dealings and relationships to ensure that slavery and human trafficking is not taking place within our organisation or our supply chains.

At Intelligent Delivery Solutions our goal is simple; to help organisations Launch Without Fail. We are straight to the point, no-nonsense solution providers with software quality at the heart of everything we do. We live and breathe our motto, and we believe that partnerships with our customers are the most potent recipe for success, because every single one of our clients is with us because essentially, we care. Our consultants are all employees based in the UK, with a wealth of experience. We provide an expertly crafted team who are as comfortable feeding back to your developers as they are updating your CTO and board. Our Consultants are grown-ups in the truest sense of the word – they have been hand-picked from the finest technical talent from around the UK, to add proven quality to our clients testing needs. Our directness and transparency allows us to truly absorb our clients challenges from the off-set, and make honest recommendations to fit our clients' requirements.

Intelligent Delivery Solutions maintain relationships with many different organisations in its supply chain, as well as employing people directly. In the light of the general law on employment and human rights, and, more specifically, the Modern Slavery Act 2015, we have reviewed our existing compliance and risk management processes to determine to what extent measures already exist, and what further measures may be required to prevent slavery and human trafficking taking place in any part of our businesses or supply chain. The policy below underpins our approach and will be used to inform our Statement on Slavery and Human Trafficking.

Intelligent Delivery Solutions has adopted a statement on the prevention of modern slavery and human trafficking. This statement provides some

background to our organisation and our supply chains. It also sets out the steps that we have taken to ensure that slavery and human trafficking are not taking place, either in our organisation or in our supply chains. The statement governs all our business dealings and the conduct of all persons or organisations with whom we contract directly or who we appoint to act on our behalf. We expect all who have or seek to have, a business relationship with Intelligent Delivery Solutions and/or any member of our company, to familiarise themselves with our anti-slavery value and to act at all times in a way which is consistent with our anti-slavery policy.

Our statement:

Intelligent Delivery Solutions operate to a set of values which reflect how we behave. Regarding the Modern Slavery Act 2015, we are committed to opposing modern slavery in all its forms and preventing it by whatever means we can. We demand this of all who work for us and expect it of all with whom we have business dealings. Our attitude to modern slavery is: zero tolerance.

1. Purpose of the Policy

Modern slavery is a criminal offence under the Modern Slavery Act 2015 (the "Act"). Modern slavery can occur in various forms, including servitude, forced or compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain. This document sets out the policy of Intelligent Delivery Solutions (the "Company") with the aim of the prevention of opportunities for modern slavery to occur within its businesses or supply chain. This policy's use of the term "modern slavery" has the meaning given in the Act.

As a company, we have a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our business or those of our suppliers.

2. Steps for the Prevention of Modern Slavery

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chain, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners, and we are always evolving and updating our contracting processes to include specific prohibitions against

the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children we expect our suppliers to hold their suppliers to the same high standards.

All team members should familiarise themselves with our procedures to help in the identification and prevention of modern slavery and to conduct business in a manner such that the opportunity for and incidence of modern slavery is prevented. Adherence to this policy forms part of all team members' obligations under their contract of employment.

Whilst recognising our statutory obligation to set out the steps we have taken to ensure that modern slavery and human trafficking is not taking place in our supply chain, we acknowledge that we do not control the conduct of individuals and organisations in our supply chain.

3. Our policies

Ultimate responsibility for the prevention of modern slavery rests with the Company's Leadership Team. The Directors of the company have overall responsibility for ensuring this policy and its implementation comply with our legal and ethical obligations.

Managers at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate guidance on the issue of modern slavery.

We operate many policies and procedures which reflect our commitment to acting properly in all of our business relationships and to implementing and enforcing effective systems and controls. They apply to all our employees and to anyone engaged with us.

Our key policies and procedures which contribute to minimising the risk of modern slavery and human trafficking in our organisation and our supply chain include our:

- Bullying and harassment policy – which is designed to help ensure that all of our staff and anyone that we fund is treated with both dignity and respect.
- Risk management policy – which is designed to keep all our activities in line with all applicable laws, regulations and codes of governance (including concerning slavery and human trafficking).

- Health, safety and environment policy – a key aim of which is to ensure the wellbeing of all our employees and anyone else who may be affected by our activities.
- HR procedures – we check that all our staff have the appropriate right to work documents and ensure that they are paid fairly and enjoy a competitive remuneration package.
- Fraud and corruption policy – which reminds our people to take account of any improper or suspicious behaviour or situations, and to report and deal with the risk of fraud and corruption.
- Whistleblowing policy – which guides on how to report suspected dangers or wrongdoing in the workplace.

Our policies are monitored by a relevant policy owner within our organisation and reviewed at least every three years. We will continue to review our policies to ensure that they are effective and appropriate.

4. Actions to report modern Slavery or Human Trafficking

The Company's Whistleblowing Procedure is intended to guide how concerns can be communicated to the Company. Concerns about suspected modern slavery associated with the Company or our suppliers may be reported by employees in this manner.

The Whistleblowing Procedure applies to employees and may be found in the Employee Handbook available on the Company's intranet site. The nature of the complaint will determine the Company's next course of action.

5. Suspicious Activity

The Company must be made aware immediately of any suspicious activity and reported to the Head of Human Resources.

Employees or any other person wishing to raise a concern should call the Human Resources department in any of the following circumstances:-

- You suspect a person acting on behalf of Intelligent Delivery Solutions is seeking to exploit another in a way which could amount to modern slavery;
- You suspect that a person acting on behalf of one of our suppliers is seeking to exploit another in a way which could amount to modern slavery;
- You have received an approach from a person acting on behalf of Intelligent Delivery Solutions who has invited you to participate in acts which could result in offences under the Modern Slavery Act 2015 being committed;

- You have information which leads to the rational conclusion that a person acting on behalf of Intelligent Delivery Solutions or a supplier is preparing to commit, is committing or has committed an act in contravention of the Modern Slavery Act 2015.

The source of reports will be kept confidential, save to the extent that our maintaining that secrecy or the anonymity of the source is not permitted by law or is not consistent with our maintaining our adequate procedures for the prevention of modern slavery being committed on our behalf or in any element of our supply chain.

6. Direct Communication

The Company encourages members of the public or people not employed by us to write, in confidence, to the Head of Human Resources, Intelligent Delivery Solutions, Office 1-18 Linley House, Dickinson Street, Manchester, M1 4LF to raise any concern, issue, or suspicion of modern slavery in any part of our business, or related supply chain.

7. Safeguards

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion, that modern slavery of whatever form is, or maybe taking place in any part of our own business, or any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. The Company will accept and take seriously concerns communicated anonymously. However, retention of anonymity does render investigations and validation more difficult and can make the process less effective. Individuals are therefore encouraged to put their names to allegations. Any claims or allegations made which are found to be malicious or vexatious will result in disciplinary action being taken against the individual.

8. Communication and awareness of this Policy

Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

9. Training

We try to ensure that adequate information and training is provided to all our employees, contractors or visitors on all relevant matters. Here are some examples of the information and training we provide:

- all new joiners attend an induction session which includes information and training on our policies
- managers routinely seek out information and training to help identify and address risks in both our organisation and supply chain (including concerning slavery and human trafficking) and will continue to do so.

10. Review

Following its initial adoption, this Anti-Slavery and Human Trafficking Policy will be reviewed regularly and may be amended from time to time. This Policy will be used to inform on our Statement on Slavery and Human Trafficking.

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