

# Slavery & Human Trafficking Statement

Sological Solutions Limited is committed to preventing modern slavery and human trafficking in any part of our business or supply chain. It is absolutely the right thing to do and we aim to take sustained and concerted action against such acts.

## **1. Organisation's structure, business and supply chains**

Sological Solutions Limited is a privately owned company registered in England & Wales, which is not part of any other group of companies.

Sological Solutions Limited provides training and consultancy in the use of Geographic Information Systems ("GIS") software and solutions to a wide range of customers. Training is also provided via our eLearning platform, trading as GIS247.

Esri UK's business activities include distributing third party product, computer programming, undertaking professional consultancy services, training and support. Sological Solutions is located in Nottingham, England.

The supply chain Sological Solutions Limited is primarily comprised of organisations within the United Kingdom and Ireland, and occasionally those based in the USA or Europe. The activities Sological Solutions Limited are primarily undertaken in the United Kingdom and Ireland, or in the USA.

## **2. Our policies on slavery and human trafficking**

Policy in relation to Slavery and Human Trafficking (the "Policy"):

We do not permit, condone or otherwise accept any form of slavery and/or human trafficking (as defined in the Modern Slavery Act 2015) whether by our employees, subcontractors, contractors, agents, partners or any other organisation, entity, body, business or individual with whom we engage or do business with ("Associated Party").

We are committed to preventing any form of slavery and/or human trafficking in our activities and to ensuring that our Associated Parties are free from any form of slavery and/or human trafficking.

In the event that we suspect any slavery and human trafficking by an Associated Party, we reserve the right to: report such suspicions, provide appropriate information to the relevant authorities, and to suspend or terminate any associated engagement, business arrangement or contract. We have a zero-tolerance approach to any slavery and/or human trafficking.

Each Associated Party is required to: put in place suitable management policies / system(s) for ensuring compliance with the Policy; extend the principles set out in this Policy to those engaged or acting on the Associated Party's behalf, including

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contractors; and to permit us to audit compliance with the Policy, including making records available to us to demonstrate compliance with the Policy.

### **3. Screening processes for slavery and human trafficking**

As part of our initiative to identify and mitigate modern slavery risk, we have required all of our direct suppliers to self-certify their compliance with modern slavery and human trafficking legislation.

### **4. Training**

We have historically provided training to key staff on modern slavery risks and will continue to do so. We commit to ensuring the

Visibility of the Statement and Policy on the internal staff portal (where applicable).

Communication to staff to read the Statement and Policy, and the new training.

Annual reminder to ensure that staff are familiar with the Statement and Policy.

Specific training to be provided to any staff who are required to work in countries where slavery and human trafficking is deemed to be a significant risk.

This statement has been updated (effective 01 January 2022) and approved by the directors of Sological Solutions Ltd.

Signed by Debbie Soloman, Business Development Director.

Dated 02/02/2022