

Modern Slavery Statement

Financial Year 2020-2021

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

Introduction

The NEC Software Solutions group, including those companies listed below, is committed to the sustainable development of our business and to improvement in our management of socio-ethical, environmental and governance issues, including a commitment to ensuring that our group's business and supply chain are free of any slavery and human trafficking.

Application

This statement relates to the financial year from 1 April 2020 to 31 March 2021, and applies to all members of the NEC Software Solutions group, including the following companies (registered in the UK unless otherwise stated):

- NEC Software Solutions UK Limited
- APD Communications Limited
- i2N Ltd
- Medical Imaging UK Limited
- Digital Healthcare Limited
- Charter Systems Limited
- Vantage Diagnostics Ltd (not part of the group until after the end of FY2020-21)
- We Are Snook Limited
- Rave Technologies (UK) Limited
- Argon NPS Limited
- MIDRSS Limited (registered in Ireland)
- NEC Software Solutions Canada Limited (registered in Canada)
- NEC Software Solutions ANZ Pty Limited (registered in Australia)
- NEC Software Solutions India Pvt Limited (registered in India)
- Rave Technologies USA Inc (registered in USA)

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Policy and Actions

We acknowledge our responsibility as a commercial organisation under the Modern Slavery Act 2015, and ensure the communication of this responsibility, as well as transparency, within our organisation and supply chain. We will not support or deal with any business that we know to be involved in slavery or human trafficking. The risk of modern slavery and human trafficking within our group and our supply chain are regularly assessed by our compliance and risk team.

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

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.

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, NEC Software Solutions India, which is part of the same corporate reporting structure.

Steps we have taken to monitor our supply chain include:

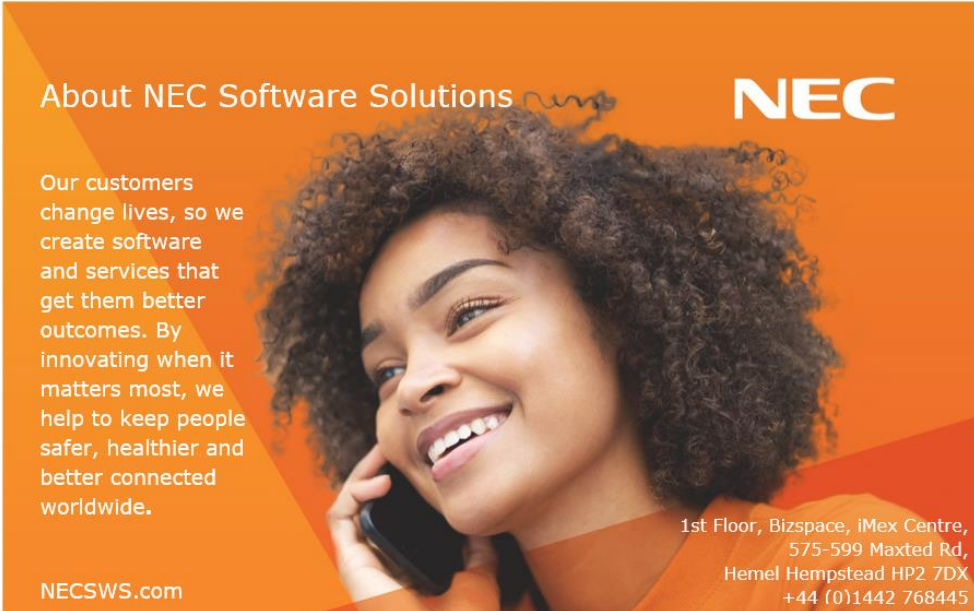
- taking steps to ensure that each new supplier confirm the controls undertaken by it to combat slavery and human trafficking in its organisation and supply chain, before that supplier is approved on our systems;
- taking steps to ensure that we monitor and audit existing suppliers, including verification of the controls undertaken to combat modern slavery;
- including in supplier contracts, where possible, 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 and an Equality, Diversity and Dignity Policy, to protect against the risks of slavery and human trafficking. As part of the wider NEC group, we also adhere to the NEC Code of Conduct, which promotes ethical behaviour in all of our business and dealings.

Our directors and senior management take the responsibility for implementing our anti-slavery and human trafficking policies and procedures, and providing adequate resources (including training) and investment to ensure that slavery and human trafficking are not taking place within our group or supply chain.

Tina Whitley

Chief Executive Officer



About NEC Software Solutions 

Our customers change lives, so we create software and services that get them better outcomes. By innovating when it matters most, we help to keep people safer, healthier and better connected worldwide.

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