



Empirisys Modern Slavery Statement

Empirisys Limited make this statement in connection with our obligations under the Modern Slavery Act 2015 in the United Kingdom.

Modern slavery can take various forms including servitude, forced or compulsory labour, and human trafficking, each involving the deprivation of a person's liberty to exploit them for another's personal or commercial gain. It is a crime and a violation of fundamental human rights.

At Empirisys, we uphold the belief that our strength is shared, our happiness is a team job, our integrity is unwavering, and our knowledge is a two-way street. These values are at the core of our commitment to combatting modern slavery and human trafficking in all forms.

Our Shared Strength

We acknowledge that modern slavery undermines the very essence of shared strength within our communities and global networks. Empirisys is dedicated to fostering an environment where all individuals are respected, valued, and provided with fair and ethical treatment.

Team Happiness and Well-being

We recognise that team happiness thrives in environments free from exploitation. Our commitment extends beyond our direct employees to encompass our entire supply chain. We strive to ensure that every individual contributing to Empirisys' success experiences dignity and well-being in their work.

Unwavering Integrity

Empirisys operates with unwavering integrity. We hold ourselves accountable to the highest ethical standards in all business dealings and relationships. Modern slavery has no place within our operations, and we expect the same commitment from all parties within our supply chain.

Knowledge as a Two-Way Street

Acknowledging that knowledge is a shared resource, we empower our employees, associates and partners with education and training to identify and address issues related to modern slavery and human trafficking. We encourage open communication and a collaborative approach to combatting these injustices.

Our Actions

Policies and Procedures: All of Empirisys' policies and procedures align with our values and comply with the Modern Slavery Act. These policies emphasise ethical conduct, fair employment practices, and human rights protections.

Supply Chain Due Diligence: We conduct thorough due diligence across our supply chain, assessing and addressing potential risks of modern slavery and human trafficking. We engage with our suppliers to ensure they share our commitment to ethical standards.

Employee Training: We provide ongoing training and awareness programmes for our employees to recognise, report, and address any concerns related to modern slavery and human trafficking.

Continual Commitment

Empirisys remains steadfast in our commitment to continuously improve our practices and approaches to eradicate modern slavery. We will persistently integrate modern slavery risk assessments into our operations and supply chain management while fostering a culture that upholds our shared values.

Approval

This statement has been approved by Gus Carroll, CEO and reflects our ongoing commitment to preventing modern slavery within our organisation and supply chains.

Signed,

A handwritten signature in black ink, appearing to be 'Gus Carroll', written over a light grey rectangular background.

Gus Carroll, Empirisys CEO

8th January 2024