

CliniSys Solutions Limited

Modern Slavery Act Transparency Statement

June 2017

Introduction

The Modern Slavery Act 2015 was enacted by the Parliament of the United Kingdom to combat slavery and human trafficking. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

This Modern Slavery Act Transparency Statement applies to CliniSys Solutions Limited

CliniSys Solutions Limited is the leading Laboratory Information Management System (LIMS) supplier to the UK private and public health sectors with offices in England and Scotland. CliniSys also has a substantial market share outside of the UK; it is the leading European LIS supplier with over 1,200 laboratory sites worldwide using CliniSys Software; it employs over 230 pathology IT professionals; have offices in 6 countries, installation in 34 countries and software deployed in 8 different languages. In the UK, approximately 40% of the English NHS Trusts use our LIMS software, 45% of the Scottish labs and all of the laboratories in Northern Ireland use CliniSys solutions. CliniSys has over 140 people based in the UK, focused on the development, deployment and support of pathology solutions for the UK market.

Respect for human rights is an integral part of CliniSys Solutions Limited commitment to corporate social responsibility. CliniSys fosters an organisational culture that respects dignity and human rights and believes that conducting business with high ethical standards is fundamental to this culture.

CliniSys Solutions Limited is committed to preventing modern slavery and wants to prevent workers from being subjected to modern slavery in its supply chains.

This statement sets out the actions that CliniSys has taken to understand potential modern slavery risks in relation to our operations and to put in place steps aimed at ensuring that there is no slavery or human trafficking in our business and supply chains.

Approach and Policies

Although the IT sector in which CliniSys operates is not considered a high risk sector for purposes of modern slavery, CliniSys nonetheless takes the issue very seriously. CliniSys' Anti-Slavery and Human Trafficking Policy reflects its commitment to acting ethically and with integrity in its business relationships, sets out the steps that it takes to combat modern slavery, alerts staff to the issue of modern slavery and encourages them to raise concerns about any suspicions of modern slavery in any part of its business or supply chains.

Additionally, CliniSys is also in the process of implementing a Supplier Code of Conduct that requires suppliers working with it to comply with, among other things, applicable labour and human rights laws in the jurisdictions where they operate, and to take appropriate steps to ensure that there is no slavery or human trafficking in their own supply chains.

Supplier Mapping and Risk Assessment

As part of our internal due diligence to identify and mitigate the risk of modern slavery occurring in its supply chains, CliniSys has begun an exercise to identify its supply chains back to their source.

This will allow CliniSys to gain greater visibility about its supply chains, identify any areas of potential concern or risk and to plan and prioritise its efforts accordingly.

Contracts and Procurement

CliniSys is reviewing its contracts to ensure they contain appropriate provisions to ensure its business partners trade ethically and take appropriate steps to ensure there is no slavery or human trafficking in their businesses. Where necessary, CliniSys will seek to put appropriate contractual protections in place.

Training and Awareness

In order to ensure that the relevant employees understand and are aware of the risks of modern slavery and human trafficking and can assist CliniSys in preventing those risks, both in its business and in its supply chains, CliniSys will be providing training to appropriate members of its board of directors, senior management, and HR, Facilities and Procurement teams, as necessary.

Responsibility and Effectiveness

CliniSys remains committed to upholding human rights and safety in its supply chains, and will be reviewing its progress and effectiveness in combatting slavery and human trafficking on an annual basis.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Modern Slavery Act transparency statement for the financial year ending 31 December 2017 for CliniSys Solutions Limited

By: Robin Morris-Weston

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Date: 28th June, 2017