

## CliniSys Solutions Limited

### Modern Slavery Act Transparency Statement

September 2019

#### 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. We also have a substantial market share outside of the UK; we are the leading European LIMS supplier with over 1,200 laboratory sites worldwide using CliniSys Software; we employ 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 the laboratories in Northern Ireland use CliniSys solutions. CliniSys has over 200 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. We foster an organisational culture that respects dignity and human rights and we believe that conducting business with high ethical standards is fundamental to this culture.

We are committed to preventing modern slavery and we want to prevent workers from being subjected to modern slavery in our supply chains.

This statement sets out the actions that we have 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 we operate is not considered a high-risk sector for purposes of modern slavery, we nonetheless take the issue very seriously. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in our business relationships, set out the steps that we take to combat modern slavery, alert staff to the issue of modern slavery and encourage them to raise concerns about any suspicions of modern slavery in any part of our business or supply chains.

Our Anti-Slavery and Human Trafficking Policy has been reviewed during the financial year. This policy cites our Modern Slavery strategy. This strategy entails the company undertaking the following:

### **Supplier Mapping and Risk Assessment**

As part of internal due diligence, we will be working on identifying and mitigating the risk of modern slavery occurring in our supply chains and will be undertaking an exercise to identify our supply chains back to their source.

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

### **Contracts and Procurement**

We will review our contracts to ensure they contain appropriate provisions to ensure our business partners trade ethically and take appropriate steps to ensure there is no slavery or human trafficking in their businesses. Where necessary, we 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 us in preventing those risks, both in our business and in our supply chains, we will look to implement training to appropriate members of our board of directors, senior management, and HR, Facilities and Procurement teams, as necessary.

### **Responsibility and Effectiveness**

We remain committed to upholding human rights and safety in our supply chains, and we will be reviewing our 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 2019 for CliniSys Solutions Limited.

By: Richard Craven

**CEO, CliniSys Solutions Limited**

Date: 24<sup>th</sup> September 2019