

Modern Slavery & Human Trafficking Statement

This is Phoenix Software Limited's statement on the prevention of slavery and human trafficking following the introduction of the Modern Slavery Act 2015. It is made pursuant to section 54 of the Act and relates to the financial year beginning 1 November 2017.

The Company fully supports the aims of the Act and is committed to operating free from forced labour, slavery and human trafficking and we promote principles that require all employees and managers to behave in an ethical and law-abiding manner.

One of our most basic beliefs is that everyone should have the opportunity to work. Phoenix Software Limited complies with the applicable employment laws and our obligation is to ensure fairness in the hiring, employment and advancement of all employees, both permanent and temporary without discrimination. All of our staff have a personal responsibility for maintaining a respectful work atmosphere, free of abusive or unprofessional conduct. Every employee is expected to respect other people and treat them with dignity.

Our commitment to respect in the workplace includes our full support for international efforts to promote ethical principles and practices related to the prevention of the exploitation and abuse associated with modern slavery and human trafficking. We also expect commitment to these principles from all organisations with which we do business and will not support or do business with any company or individual involved in slavery or human trafficking.

The software/licensing business sector is not considered high risk relating to the Act and the Company does not enter into intricate supply chains, have multiple levels of contracting or subcontracting, or partner with businesses based in impoverished regions of the world where labour/employment laws are minimal or poorly enforced.