

Arribatec.

Modern Slavery Policy

Arribatec UK Ltd (previously Integra Associates Limited) has been established in the UK since 1995. We work with clients across a wide range of industry sectors including professional services, universities, financial services, local government, central government and manufacturing. As part of Arribatec ASA Group, we also provide services for clients in Europe, the Middle-East, Africa, Asia and the Americas.

Arribatec provides strategic and operational services including:

- business process analysis and re-engineering;
- product selection and implementation;
- upgrade and improvement projects;
- programme and project management;
- system integration;
- software design and development;
- installation and technical services;
- data cleansing and migration;
- training programme management and execution;
- outsourced and hosted services.

We also provide a range of software, including applications developed by ourselves and by selected partners, many of which are complementary to the Unit4 ERP system.

Arribatec has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

This policy applies to all persons working for us or on our behalf in any capacity, including directors, employees, all officers, agency workers and external contractors. As an equal opportunities employer, we are committed to creating, and ensuring, a non-discriminatory and respectful working environment for our staff. Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion. We will ensure staff involved in procurement activity are aware of and follow modern slavery procurement guidance on modern slavery procurement guidance on GOV.UK

Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains. Our supply chains are limited and we procure goods and services from a restricted range of UK/overseas suppliers, mainly related to IT equipment and software. An area of heightened risk is our use of hotels and conference facilities. To mitigate this risk, we assess the companies that we deal with as part of the decision making process for events and travel.

The Senior Management Team (SMT) will:

- Ensure all colleagues understand and comply with this policy and are given training on it
- Encourage all colleagues to report concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier to a Company Director OR in accordance with our Whistleblowing Policy as soon as possible

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- Commit to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chain
- Ensure that all Arribatec UK Ltd competitive tenders will require all interested parties to provide their modern slavery and human trafficking statements
- Ensure complete transparency within its supplier approval process
- Ensure intervention when required
- Ensure this policy and commitment is reviewed annually and that it remains published and available

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