

Informed Solutions Modern Slavery Statement June 2024

Informed Solutions employs strict processes and procedures to manage the risk of, and support the elimination of modern slavery:

- Its Professional Alliance Charter defines the duties mandated by the Modern Slavery Act 2015 and is included in all supply chain and partnership agreements. Annual audits ensure fair work practices are in place for all employees, contract workers, and supply chain partners.
- Compliance with the Modern Slavery Act in subcontractor and supplier contracts. Annual audits ensure its people and partners follow policies, processes, and business practises that promote fairness, equality, opportunity, and innovation in the workplace.
- Compliance with the Modern Slavery Act through its Employment Framework, which forms part of its ISO9001 certified Quality Management System and is applied across its supply chain.
- The training of employees, contractors, and supply chain partners through its InformedACADEMY© Learning and Development framework, and as part of performance plans and appraisal objectives. All employees and contractors will initially be trained on fair work practices, equality, and opportunity in the workplace with refresher training held annually.
- Employees and partners are actively encouraged to report issues related to compliance with fair practice to Informed Solutions Main Board Director of People Services.

Informed Solutions ensures staff, partners, and associates are treated fairly, humanely, and equitably. Our full compliance with the Ethical Trading Initiative (ETI) Base Code includes the following:

- Employment is freely chosen: Informed Solutions' Professional Alliance Charter defines the duties mandated by the Modern Slavery Act 2015, ensuring no forced compulsory labour and the right to terminate their contract (within agreed reasonable notice period). The charter is applied in all supply chain and partnership agreements.
- Freedom of association: Informed Solutions respects the right to collective bargaining and freedom of association maintaining an open attitude towards the activities of trade unions. Agreeing that all employees have the right to join or form trade unions and will not be discriminated against in any way.
- Working conditions are safe and hygienic: Informed Solutions implements and continually monitors a Health and Safety policy as it recognises health, safety, and welfare of its employees is a priority. The policy includes: (1) training appropriate to employee responsibilities in accordance with the Management of Health and Safety at Work Regulations; (2) appropriate management and procedures for accident and incidents; and (3), frequent risk assessments, regular inspection, and cleaning.
- Child labour shall not be used: In accordance with the International Labour Organisation (ILO) conventions, Informed Solutions' policies comply with the Modern Slavery Act, to make certain under no circumstance has or will there be recruitment of child labour.

- Living wages are paid: Informed Solutions meets the requirements of the Base Code in respect to the living wage, committing to paying all staff, including any agency or sub-contractor workers, above the living wage threshold. Contracts enable mutual written agreement for wages and under no circumstance would deductions from wages be leveraged as a disciplinary measure without appropriate permissions.
- Working hours are not excessive: Informed Solutions' contractual hours state that employees work 7.5 hours per day, 5 days a week aligning with the International Standards. On the occasional circumstance of overtime working (e.g., out of hours support), Informed commits to a minimum rate of pay of 125%.
- No discrimination is practiced: Informed Solutions' Equal Opportunities Policy is directly mapped to the Equality Act 2010. The Supplier enjoys a Great Place to Work accreditation, with a 2022 score of 98% for equality and fair treatment of people regardless of race, gender, and sexuality.
- Regular employment is provided: Employment contracts are established in line with national law and practice, encouraging regular employment. Obligations under labour and social security laws and regulations are executed and met through full-time and part-time roles within the organisation.
- No harsh or inhumane treatment is allowed: Informed Solutions implements a strict Harassment policy in line with the Violence and Harassment Convention, 2019, which is free from physical abuse, harassment, or gender, racial, ethnic, religious, sexual orientation, disability, age, discrimination.

As a minimum, Informed Solutions and its supply chain already fully complies with all requirements included in the ETI Base Code and acts fully in accordance with all requirements outlined in the Modern Slavery Act.

With reference to Joint Schedule 5 (Corporate Social Responsibility) section 3: Modern Slavery, Child Labour, and Inhumane Treatment

- Informed Solutions does not use, nor allows its supply chain to use forced, bonded, or involuntary prison labour.
- Informed Solutions does not require any staff or supplier to lodge deposits or identify papers. All employees and supply chain partners are free to leave employment or contract after reasonable and agreed notice.
- Informed Solutions workforce (including supply chain partners) have not been convicted of slavery or human trafficking offences anywhere in the world.
- Informed Solutions workforce (including supply chain partners) are not under investigation, inquiry, or enforcement proceedings in relation to allegations of human trafficking or slavery anywhere in the world.

- Informed Solutions officers, employees, contract workers and supply chain partners have not been convicted of slavery or human trafficking offences anywhere in the world.
- Informed Solutions maintains policies and procedures (outlined in this document) to ensure compliance with the Modern Slavery Act. Policies and procedures are included in contracts with all supply chain partners.
- Informed Solutions implements due diligence (as outlined in this document) to support the elimination of modern slavery, including slavery and human trafficking.
- Informed Solutions does not use, nor allows its employees or supply chain partners to use physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation of its employees or subcontractors.
- Informed Solutions does not allow child or slave labour to be used by its subcontractors.
- Informed Solutions shall report any discovery or suspicion of slavery or trafficking by the company, or its supply chain partners to CCS, the buyer, and the Modern Slavery Helpline
- This statement is evidence of Informed Solutions corporate commitment to CCS modern slavery guidance. It underlines the policies, procedures and contractual obligations that ensure slavery and human trafficking is not taking place in any of its supply chains.