

## Modern Slavery Statement

**We strive to be a great place to work for Softcat people. We want our employees to be fully engaged with our Company and motivated to give their all and we want their contribution to be recognised and rewarded.**

We will therefore not tolerate forced, bonded or compulsory labour, human trafficking and other kinds of slavery within our own operations or within our supply chain and are committed to taking appropriate steps to ensure that everyone who works for Softcat – in any capacity – benefits from a working environment in which their fundamental rights and freedoms are respected.

We adopt procedures that contribute to ensuring modern slavery does not occur in our business or supply chains and we expect organisations with whom we do business to adopt and enforce policies to comply with the legislation.

### Our structure and supply chains

#### 1,350 Employees and 8 Offices (UK and Ireland)

Softcat plc is a single entity incorporated in the UK with no subsidiary undertakings. We are predominantly UK and Ireland focused. We provide corporate and public sector organisations with software licensing, workplace technology, networking and security, and cloud and datacentre. We do not develop bespoke applications or specialise in any industry-specific vertical application but can partner with third party organisations for these requirements.

We partner with more than 200 different hardware and software vendors to bring the latest and broadest range of technology to our customers, as well as numerous specialist service providers to augment the services provided by our in-house teams.

Half of our business comes from the small to medium-sized business segment and public sector customers now account for approximately a third of revenue. We also serve large enterprise customers and the corporate mid-market.

### Our procedures

We have a number of procedures in place which we consider to be effective to prevent modern slavery from occurring in our business or supply chains.

#### Employment

- Robust recruitment processes in line with employment laws, including: 'right to work' document checks; contracts of employment and checks to ensure everyone employed is 16 and above. We also make sure our people are aware of their contractual and statutory employment rights.
- Market-related pay and rewards reviewed annually.

#### Transparency in our supply chains

- We have sought confirmation by our top suppliers (who work for us providing products and/or services for our own business use), in terms of spend, of their compliance with the Modern



Slavery Act 2015 (Act). We have also sought confirmation from suppliers deemed a material risk because of the sectors in which they operate.

- A Supplier Code of Conduct, used for all new major suppliers or in re-tendering, which addresses the labour rights issues associated with modern slavery, sets out the values and standards we expect of our suppliers. We have included a declaration to confirm support of the Code or where they have their own codes in place, sought confirmation they are complying with the same standards that we adhere to.


### **Supporting our people**

- Our Employee Handbook requires all of us to act ethically and we expect employees to comply with legal requirements at all times, putting our values into practice in everything we do.
- We have introduced a speak-up hotline to enable anyone who has concerns (for example, how suppliers, customers, partners or employees behave) to raise their concerns confidentially.

### **Further steps**

Later in 2019, we plan to implement training for employees involved with supply chain activities.

**This Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ended 31 July 2018. It was approved by the Softcat plc Board on 31 January 2019 and signed on its behalf by:**



**Graeme Watt, Chief Executive**

**31 January 2019**

