

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

100% UK focussed, 1,000+ Employees and 7 UK Offices

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.

The majority of our business comes from the small to medium-sized business segment, but public sector customers now account for more than 30% of revenue. We also have a significant number of large enterprise customers.

Our procedures

We have a number of procedures in place that contribute to ensuring modern slavery does not occur in our business or supply chains.

Employment

- Robust recruitment processes in line with UK 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 Code of Conduct requires all of us to act ethically and 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

Going forward, we aim to develop training for employees involved in with procurement activities.

This Statement was approved by the Softcat plc Board and signed on its behalf by:

A handwritten signature in blue ink that reads "M. J. Hellawell".

Martin Hellawell, Chief Executive
31 January 2018

