

## 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.

### What we do

We provide corporate and public sector organisations with software licensing, workplace technology, datacentre infrastructure, networking and security. 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 work with over 200 different hardware and software vendors to bring the best and largest range of technology to our customers as well as a number of specialist service providers to complement the services that are provided by our in-house teams.

### Codes and policies

All of our new employees are subject to pre-employment checks to confirm their identity and right to work in the UK. Information is provided to all employees on their statutory rights including sick pay, holiday pay and any other benefits they may be entitled to by virtue of their employment.

Our Code of Conduct underpins everything we do. The Code is mandatory and extends to every individual working for or on our behalf. The Code requires all of us to act ethically and comply with legal requirements at all times, putting our principles into practice in everything we do.

Our Supplier Code of Conduct, which addresses the labour rights issues associated with modern slavery, sets out the values and standards we expect of our suppliers.

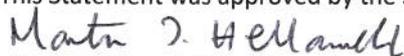
We have in place systems to encourage the reporting of concerns and to protect whistleblowers.

### Further steps

During 2017:

- Every supplier who works for us providing products and/or services for our own business use of a material value or are deemed a material risk regardless of value will be required to confirm support of our Supplier Code of Conduct;
- A declaration to confirm support of the Modern Slavery Act 2015 will be contained in our updated vendor contracts and our new vendors form;
- A robust communications programme will be launched to ensure employees with procurement responsibility are aware of their responsibilities.

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

A handwritten signature in black ink that reads "Martin D. Hellawell".

**Martin Hellawell**, Chief Executive

24 January 2017

