

# Anti-Slavery Statement

STATEMENT ON ADHERENCE TO ANTI-SLAVERY AND HUMAN  
TRAFFICKING PRINCIPLES THROUGHOUT THE SUPPLY CHAIN

October 15, 2021



TABLE OF CONTENTS

1. GENERAL ..... 3

2. STRUCTURE, SUPPLY CHAIN & RESPONSIBILITY ..... 3

    Structure..... 3

    Geographic Scope & Impact Assessment ..... 3

    Supply Chain ..... 3

    Responsibility for anti-slavery initiatives ..... 3

    Staff training and on-going anti-slavery initiatives ..... 4

3. REVIEW AND UPDATE..... 4

# I. General

This policy covers Ensono, Inc., a corporation incorporated in Delaware, Ensono, LLC, a limited liability company established in Delaware, Ensono Limited, a company incorporated in the UK, Ensono Technologies LLP, a limited liability partnership established in India, Ensono GmbH, an entity established in Germany, and Ensono sp. z o.o., a subsidiary incorporated in Poland, each part of the Ensono Group.

Ensono is a managed IT service provider, covering mainframes, distributed systems and cloud platforms. Ensono's 'business critical IT' approach combines a focus on business outcomes together with a structured client engagement methodology and supporting services and infrastructure. Ensono group operates internationally, with its headquarters situated in the USA (Downers Grove, Illinois) and offices in the UK, Germany, India and Poland.

Ensono is committed to its role in the fight to tackle modern slavery and human trafficking. We are strongly opposed to the unethical treatment of people, including any acts of slavery or human trafficking, and we are committed to ensuring that all vendors in our supply chain prohibit the hiring of slave labor and prevent practices that contribute to human trafficking.

# II. Structure, Supply Chain & Responsibility

## Structure

Ensono carries out managed IT services for its clients, who span a range of industries and organization sizes. Its business is operated predominantly in the USA, the UK and India, with a smaller physical presence in Germany and Poland; we also utilize hardware and software sub-contractors and vendors internationally.

## Geographic Scope, Impact Assessment & Supply Chain

The majority of our suppliers are large, international companies that maintain anti-slavery policies, which are generally equivalent if not more stringent than Ensono's policy. In addition, our key vendors and subcontractors are predominately located in the USA, Australia and Canada, which we believe to be low risk countries with respect to modern slavery practices.

Since 2016, our standard supplier contracts contain provisions requiring our suppliers adherence to the Modern Slavery Act, 2015. In the event of a violation of this provision, Ensono reserves the right to terminate its relationship with the supplier.

## Responsibility for anti-slavery initiatives

Various teams within Ensono have responsibility for upholding Ensono's anti-slavery initiatives as this initiative crosses multiple business operations.

- Legal and commercial: carry out supplier assessment processes for new and previously unused suppliers, updates supplier assessment policies and questionnaires in line with particular risks and legal requirements;
- Procurement: carry out supplier assessment as necessary when onboarding a new supplier or entering into a new contract or renewal with a supplier;
- Culture and People Experience: ensure that no modern slavery practices take place within the business, including ensuring that all employees have a right to live and work in their country of residence, are paid in accordance with any minimum wage regulations and that any complaints, issues or other concerns are dealt with in a manner that maintains the fundamental human rights of each individual.

We are committed to continuous improvement of our processes and procedures to ensure that no form of forced or compulsory labor or trafficking of persons exists within our supply chain.

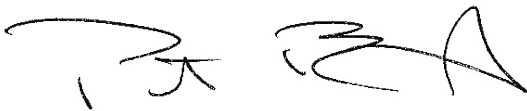
### Staff training and on-going anti-slavery initiatives

Ensono's Code of Conduct prescribes certain values and principles which Ensono has committed to worldwide. This Code of Conduct specifies certain nonnegotiable minimum standards of behavior in key areas such as fairness, honesty, and compliance with all laws.

The Code of Conduct has been provided to all of our associates globally. Associates are annually asked to acknowledge that they have received and read our Code of Conduct and they annually receive training on our Code of Conduct.

## III. Review and update

This statement is published in accordance with Ensono's obligations under section 54 of the Modern Slavery Act 2015. This statement has been approved by the board of directors and will be reviewed and updated it as needed, but no less than on an annual basis.



Name of director: Peter Bazil