

Modern Slavery and Human Trafficking Statement

Introduction

The Access Group ('Access') recognises the responsibility we share with our supply chain to promote ethical business practices and processes that protect workers from being abused or exploited.

We are committed to ensuring that our company is free from slavery, forced labour and human trafficking and that all members of the Access group are kept safe.

About this Statement

This annual FY25 Modern Slavery and Human Trafficking Statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps The Access Group has taken during the financial year (ending June 2024) to ensure that modern slavery and human trafficking are not occurring in our business operations or supply chains.

No instances of modern slavery have been identified in our operations or supply chain during our financial year ('FY') from 1 July 2023 to 30 June 2024 ('FY24').

Our Company Structure, Mission and Purpose

Access is headquartered in Loughborough, UK.

Access is a leading provider of business software, predominantly serving the UK mid-market. We support over 100,000 customers across many commercial and not for profit sectors in the UK and worldwide.

We are successful as a business because of our fantastic people, helping everyone feel part of the Access group through our core values – specifically working in “The Access Way.” We believe it is important that everyone feels at home here and knows they are valued for what they do, how they do it and for who they are.

By combining our technology with tailored customer support we help transform the way organisations work, enabling employees to work more effectively together and connecting the right people with the right data to boost productivity.

We have over 8,000 employees and are one of the fastest growing UK software businesses.

Our Company Mission is to be a 'UK top 10 software company' and we aim to achieve that by delivering on our 'Company Purpose' - to provide solutions that free our customers to do more of what's important.

For more information about our business, please visit [The Access Group | Business software](#).

Employees

Access' commitment to compliance with the Modern Slavery Act 2015 applies equally to its own employees. Through its selection, recruitment and onboarding checks and processes, Access aims to ensure that the people it employs are not subject to modern slavery, forced labour and human trafficking, and are afforded the rights and protections that they are entitled to by law.

We are committed to having a diverse workforce and make sure all decisions are made on a non-discriminatory basis. We provide fair remuneration packages to all permanent employees to attract, retain and motivate talent. Access is committed to paying its employees based on living wage regulations. We want everyone at Access to '#love work, love life and be you'. This is at the heart of everything we do here. Physical, mental and financial health are the focus of our approach to wellbeing with all of our employees having access to comprehensive wellbeing support. This includes our Employee Assistance Programme (EAP) which is also available for our employees' families too.

We implement training programmes to raise awareness of ethical risks of which employees are required to complete. In line with our open culture, we provide guidance on how people can raise any concerns they have and the channels of support available. Our network of Wellbeing and Diversity & Belonging Champions providing additional support and a friendly ear for anyone who needs it.

As we continue to grow globally, we aim to be reflective of the communities and customers we are supporting, bringing to Access even richer diversity of thought, experience and backgrounds.

Policies and Supply Chain

We have implemented several policies and procedures to ensure that our activities, and those of its suppliers, are conducted ethically and in accordance with all applicable laws. These include:

- **Whistleblowing Policy** - Encourages employees and those who work for us to report any concerns related to modern slavery or human trafficking.
- **Code of Conduct** - Sets out the ethical standards we expect from our suppliers, including the prohibition of forced labour and human trafficking.
- **Supplier Assessments** - We evaluate potential suppliers based on their adherence to ethical standards, including the prevention of modern slavery.

- **Audits and Inspections** - Regular audits and inspections are conducted to ensure compliance with our policies and ethical standards.
- **Risk Assessments** - We continuously assess and monitor potential risk areas within our supply chains.
- **Training and Awareness** - We provide training to our employees and those who work for us to ensure they understand the risks of modern slavery and human trafficking.
- **Reporting and Accountability** - We encourage employees and stakeholders to report any concerns related to modern slavery or human trafficking. Reports can be made through our whistleblowing channels, and all concerns will be investigated thoroughly. Employees found in violation of our modern slavery policies or procedures will face disciplinary action, up to and including termination of employment.

We regularly review and update our policies and procedures and issue refresher training when required for our employees to complete.

Although, due to the nature of our business, we have a lower risk of modern slavery occurring in our supply chain compared to organisations in other sectors. We are continuing to focus on policies and procedures that ensure slavery, forced labour and human trafficking does not take place in that chain.

We design and build the software we provide to our customers, so we are effectively the 'first link in the chain'. We also use suppliers in all areas of our business, including technology, marketing, real estate, HR support, facilities management and professional services, and all subject to comprehensive legal contracts.

We carry out a Modern Slavery assessment as part of our supplier on-boarding process and where our major suppliers are large, multi-national companies we also ask for details of their ethical operating standards through our formal tendering process.

We will continue to enhance how we engage with new suppliers:

- If they are subject to the Modern Slavery Act 2015, we require them to provide a link to their own website statement.

Supported by our Procurement team, we will assess our most at risk segments of our supply chain and introduce mitigation to support our commitments to Modern Slavery.

Statement

We are committed to continuously improving our practices to combat modern slavery and human trafficking in FY25.

This Statement was prepared for the financial year ending 30 June 2024 and approved by the Group's Board of Directors and our Chief Executive Officer.

Signed

A handwritten signature in black ink, appearing to read 'C Bayne', is positioned below the 'Signed' text.

Chris Bayne, Chief Executive Officer
The Access Group
26 September 2024