



Anti-Slavery and Human Trafficking

Idox plc (AIM: IDOX), a leading supplier of specialist information management solutions and services.

The Group is committed to acting ethically with integrity in all business relationships. The Group is responsible for ensuring employees are paid fairly and properly for their work and developing systems and controls that safeguard against slavery and human trafficking taking place anywhere in our business or supply chains.

The Group has adopted a risk-based approach to the assessment of our business and supply chain through our supply chain management policy, which has involved taking geographical, industry and market factors into account in order to identify categories of supply that may present a higher risk of modern slavery being present. We are focusing attention on suppliers in these category areas initially, although any resulting policy changes will extend to the whole business. Given the nature of what we do, we believe that there is a low risk of slavery or human trafficking having a connection with our business activities.

The main mitigations to ensure we are an anti-slavery business include:

1. Ensuring our employees receive a fair wage
2. Supporting whistleblowing
3. Requiring compliance with our ethical conduct policy
4. Recruitment checks and supplier checks.

The Group see diversity as a strength and we are committed to respecting each individual's human rights and we provide equal opportunities to all qualified employees and applicants.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Idox Group's slavery and human trafficking statement for the financial year ending 31st October 2019 and covers the following entities;

- Idox plc
- Idox Software Limited
- McLaren Software Limited.

Signed on behalf of the Board by:

A handwritten signature in black ink, appearing to read "D Meaden".

David Meaden
Chief Executive Officer
31 October 2019