



Idox plc Modern Slavery Statement

This statement is made on behalf of Idox plc pursuant to section 54(1) of the Modern Slavery Act 2015 (**MSA**).

Idox plc is an international specialist software solutions provider with business carried on by Idox plc and its affiliated entities (**Idox**). The Idox plc affiliated entities covered under this MSA statement are: Idox plc; Idox Software Limited; Idox Health Limited and McLaren Software Limited.

This statement relates to actions and activities during the financial year ended 31 October 2020 and was approved by the boards of Idox and the above noted affiliated entities on 1 November 2020.

Our approach to combating modern slavery

We are committed to ensuring that there is no slavery, servitude, forced or compulsory human labour, abuse of power over vulnerable individuals, human trafficking or any other form of exploitation as contemplated by the MSA in any part of our business or in our supply chain.

In our policies, due diligence, contractual arrangements, training and reporting regimes, we are implementing and enforcing effective systems and controls to ensure that Modern Slavery is not taking place in any part of our business or in our supply chain. Our Chief Legal & Corporate Officer works in conjunction with our Supplier Chain Manager, Legal, Bids and People@Idox teams to help ensure our compliance with the MSA.

We welcome the transparency encouraged by the MSA and this statement sets out for the public, and for our clients, suppliers and employees, the steps that Idox is taking in this regard across the whole group.

Our policies

Policies	Relevance to MSA
Idox Group International Business Conduct Policy	Sets out policies and procedures which assists employees in resolving questions and in reporting suspected violations. It clearly sets out Idox's commitment to ensure employees are paid fairly and properly for their work and safeguards against slavery and human trafficking taking place anywhere in our business or supply chains.
Supply Chain Management Policy & Procedure	Sets out Idox's expectations in connection to supplier business practices. The Supply Chain Management Policy & Procedure establishes a standard approach with respect to behaviour, ethics and methods for engagement with

	suppliers, potential suppliers and with the Supply Chain Management function within Idox plc and all group companies.
Anti-Corruption & Bribery	Sets out Idox's zero-tolerance approach and procedures to prevent and detect bribery and corruption.
Whistleblowing	Sets our standards for a fair and ethical workplace, for all employees to be confident in the knowledge that, if they consider it appropriate to raise a concern about suspected wrongdoing or dangers in relation to Idox activities, they can report this without fear of retribution and will be supported by Idox.

Supplier due diligence

To reduce the risk of modern slavery in Idox's operations and Idox's Supply Chain Manager is reviewing the current supplier onboarding process and is implementing procedural improvements. Part of this review is establishing a framework for all Idox employees to adhere to in business dealings with suppliers and potential suppliers.

Supplier obligations

Approved and onboarded suppliers should meet the supplier code of conduct based on ethical, social, environmental, health & safety and labour standards (available on the Idox website). Idox has the discretion to assess whether suppliers should adhere to additional requirements.

Review and reporting

If any instances or risks of Modern Slavery are suspected or identified within the Idox business or within our supply chain, this information shall be reported to our Chief Legal Corporate Officer and Supply Chain Manager.

Signed by



David Meaden
Chief Executive & Director
Idox plc