



Idox plc Modern Slavery Statement

This statement is made on behalf of Idox Group (as defined below) 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. The Idox plc affiliated entities covered under this MSA statement are: Idox plc, Idox Software Ltd, LandHawk Software Services Limited, Emapsite.com Limited and EIM Group Ltd (**Idox Group**).

This statement constitutes Idox Group's slavery and human trafficking statement for the financial year ended 31 October 2024 and was approved by the boards of each entity in Idox Group on 1 November 2024.

Our approach to combating modern slavery

We have a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and 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 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 Group is taking in this regard across the whole group.

Our policies

We have the following policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business, which we continuously review and update:

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 Group'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 Group'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 Group.
Anti-Corruption & Bribery	Sets out Idox Group'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 Group's activities, they can report this without fear of retribution and will be supported by Idox Group.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide regular training to our staff.

Supplier due diligence

Idox Group is committed to ensuring transparency within its supply chains. To reduce the risk of modern slavery in Idox Group's supply chain, Idox Group has implemented a Supply Chain Management Policy and Procedure and supplier due diligence questionnaire for all potential suppliers. We undertake strict due diligence for all potential suppliers and require suppliers to commit to comply with applicable laws and regulations, as well as Idox Group's policies. The Supply Chain Management Policy and Procedure has also established a framework for all Idox Group employees to adhere to in business dealings with suppliers and potential suppliers.

Supplier obligations

Idox Group is committed to acting ethically and with integrity and expects the same approach to any form of modern slavery from its suppliers. Approved and onboarded suppliers should meet the requirements set out in the Idox Group International Business Conduct Policy based on ethical, social, environmental, health & safety and labour standards (available on the Idox website at www.idoxgroup.com). Idox Group has the discretion to assess and monitor, as necessary, whether suppliers adhere to the requirements of the MSA. Where there is suspicion that a supplier may be in breach of the MSA, Idox Group will investigate the matter further and depending on the outcome, may suspend onboarding negotiations or terminate the business relationship with the supplier.

Review and reporting

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

Idox Group is committed to continuously improving its policies, procedures, and practices to combat Modern Slavery. This includes regularly reviewing and updating our approach based on feedback and best practices.

Signed by



David Meaden
Chief Executive Officer & Director
Idox plc