



## **MODERN SLAVERY STATEMENT**

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Kainos Group plc and other relevant group companies (Kainos) during the year ending 31 March 2017 to prevent modern slavery and human trafficking in its business and supply chains.

### **Our Business**

Kainos provides Customers with IT services, consulting services and digital software solutions across multiple industry sectors.

**Kainos** incorporates the following specialist trading subsidiary companies:

- **Kainos Software Limited**
- **Kainos Software Ireland Limited**
- **Kainos Software Poland Spolka z.o.o**
- **Kainos Evolve Limited**
- **Kainos Evolve Inc.**
- **Kainos Worksmart Limited**
- **Kainos Worksmart Inc.**
- **Kainos Worksmart GmbH**

### **Our Policies and Principles**

Kainos does not tolerate slavery or human trafficking within its business operations and takes a risk-based approach regarding its supply chains. Kainos supports the enactment and enforcement of human trafficking laws that recognise and protect victims while holding traffickers accountable. Kainos operates a whistleblowing policy which encourages staff to report any wrongdoing, this extends to human rights violations, like Modern Slavery.

### **Our Suppliers**

Kainos has business relationships with software vendors and distributors based predominately within Europe and the USA. The software business sector is not considered one most 'at risk' and no Kainos subsidiary company has intricate supply chains (or partnerships) with businesses based in impoverished regions of the world, where labour laws are non-existent or are not enforced.

### **Our Staff**

Kainos employees have the necessary documentation to legally work in the UK (or the country in which they are employed) and no-one under the legal minimum age for admission to work is employed by Kainos.

### **Our Commitment**

Kainos does not support or deal with any business knowingly involved in slavery or human trafficking. We understand that Modern Slavery risk is not static, we actively monitor our supply chains and we will undertake selective due diligence and implement risk mitigation and remedial measures should the situation change.

This statement was approved by the board of **Kainos Group plc**:

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Brendan Mooney  
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**CEO**

March 2017