

Modern Slavery Statement

INTRODUCTION

Respect for human rights, the prohibition of child labour and prohibition of forced labour (Modern Slavery) remains a serious global issue. The Modern Slavery Act 2015 establishes offences in respect of slavery, servitude, forced or compulsory labour and human trafficking. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

This statement outlines the commitment of Phoebus Software Ltd (PSL) to the combatting of all forms of modern slavery.

ABOUT PSL

PSL is a UK registered, privately limited company which provides lending software solutions to financial institutions. PSL is based in Solihull, West Midlands and employs around 130 people.

Given the nature of PSL's business, their workers tend to be skilled professionals with comparable terms and conditions.

THE BUSINESS

It is PSL's vision is to deliver innovative, high quality software product and services of choice; and the strategy is to create value for existing and new clients in the development of a modern scalable platform.

SUPPLY CHAINS

The majority of PSL supply chains include the sourcing of equipment and services from within the UK, although a small number of orders are placed in other countries.

Prior to entering into agreements with suppliers, PSL assess areas of potential risk within the supply chain and aims to ensure that suppliers have their own clearly defined ethical working practices including suitable anti-slavery and human trafficking processes within their businesses and confirmation that they comply with the requirements of the Modern Slavery Act 2015.

POLICIES ON MODERN SLAVERY

PSL are committed to ensuring that there is no modern slavery in any part of the business. PSL's Environmental, Social and Governance statement reflects PSL's commitment to conducting business in a responsible and sustainable way.

DUE DILIGENCE PROCESSES FOR MODERN SLAVERY

As part of PSL's initiatives to identify and mitigate risk:

- PSL has clearly defined internal and external policies which incorporate the relevant topics related to Modern Slavery
- New key suppliers are subject to due diligence before contract award
- All employees are made aware of their responsibilities regarding modern slavery through induction and training.