

## Modern slavery statement

PA Team Software Consulting Ltd ("PAteam") has taken steps to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business. This statement is only in relation to PAteam and its business. References to "our people" only refers to those individuals working on behalf of PAteam.

In accordance with Section 54, Part 6 of the Modern Slavery Act 2015 (the Act), this statement sets out the steps that PAteam has taken to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business. This statement is in respect of PAteam's financial year ended 31 December 2021.

### Overview

The Act requires commercial organization's supplying goods or services with a turnover of more than £36 million to prepare and publish an annual 'Slavery and human trafficking statement'. The statement must set out the steps an organization has taken, if any, during its financial year to ensure that slavery or human trafficking is not taking place in its business or supply chain.

### What is modern slavery?

Modern slavery is an international crime, affecting millions of people around the world - a growing global issue that transcends age, gender, and ethnicities. Sadly, vulnerable people from overseas as well as across the UK are forced to work illegally against their will across many different sectors from agriculture, construction, hospitality, retail, manufacturing, and more.

### Our organization structure and supply chains

Our business uses professionally qualified people employed directly by PAteam or seconded from a member firm in a limited number of countries. Our people policies ensure fair treatment of our people around the world.

Our external suppliers are mostly UK, EU and US-based companies in low-risk sectors (such as professional services) as well as suppliers in the event and travel sectors, which are potentially higher risk.

PA Team Software Consulting Ltd, is a leading global automation consultancy. Our highly experienced teams of business process analysts, solution architects and technical engineers provide our customers, day in day out, with bright and excellent automation solutions.

PAteam SME's assist every one of our precious customers in quickly achieving substantial ROI on their automation platforms costs. Leveraging true value business solutions makes it possible to bring down heavy operational costs through generating better end-customers service experience and growing revenue.

### Our policies in relation to slavery and human trafficking

PAteam has established a zero-tolerance position on violations to the UK's anti-human trafficking and anti-modern slavery laws. If we find breaches of these laws within our supply chain, we will look to support companies in their efforts to comply with the legislation.

We seek to treat everyone fairly and consistently, creating a workplace and business environment that is open, transparent, and trusted. Our policies and procedures relating to the Modern Slavery Act are in line with our culture and values.

Our specific procedures to address modern slavery risk include:

- An HR email that allows for anonymous reports to be submitted by our people
- A process for handling complaints raised by people inside and outside PAteam
- Employment policies that protect our people from unfair treatment and promote a fair and inclusive workplace
- Robust recruitment processes in line with relevant employment laws
- Market-related pay and rewards reviewed annually
- Well-being policies and initiatives to support our people's physical and mental wellbeing and lifestyle choice keeping in mind work life balance. For example, flexible hours, paid leave.

## Due diligence processes, risk assessment and management

The implementation of our policies and procedures includes due diligence on suppliers that we engage with, in accordance with our procurement policy

When we admit a new member firm to the PAteam network, a thorough due diligence process takes place to ensure that the firm has a good reputation with appropriate practices in several areas including people and culture. Once admitted as member firms, compliance with global policies is a condition of employment/affiliation such as policy sign offs and NDA.

## Key performance indicators to measure effectiveness of steps being taken

We have a process to receive complaints through other sources such as email, together with the actions taken. To the date of this statement, the PAteam has had no identified instances of modern slavery.

If you would like to find out more about the above, please email [hr@pateam.co](mailto:hr@pateam.co)

PAteam takes responsibility for this Statement and its related objectives and will review and update it in accordance with The Act.

Updated 24 January 2022

Signature



Assaf Roth, COO



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