



## MODERN SLAVERY STATEMENT

SaaS Group Limited (SaaS) is committed to conducting business responsibly and ethically and to ensure all aspects of our business practices are free from any form of slavery such as underpaid servitude, child labour, people smuggling, human trafficking and forced labour.

This statement is pursuant of section 54 (1) of the Modern Slavery Act (UK) and constitutes SaaS's modern slavery statement for the financial year ending April 2025. SaaS has a zero-tolerance approach to modern slavery within its business and its supply chain. SaaS will take reasonable steps to identify, assess and address risks of modern slavery practices in the operations and supply chains used in the provision of the goods and/or services.

### Policies

SaaS operates offices in the UK, the European Union (Ireland), the United States, New Zealand, and Australia, and conducts its software sales and implementation business globally.

Due to the nature of our business, SaaS does not make use of high-risk supply chains that are more susceptible to modern slavery risks.

Relationships with significant suppliers and supplier contracts are closely managed by the Executive Management Team. Significant consideration is given to the reputation and quality of suppliers prior to entering into any commercial agreements with them. SaaS is committed to operating its business lawfully and ethically and only working with suppliers that are aligned to its values.

If at any time SaaS becomes aware of modern slavery practices in the operations and supply chains used in its performance of a contract, we will as soon as reasonably practicable, promptly notify the customer of the modern slavery practices and provide any relevant information requested by the customer.

SaaS require our customers in every region to follow the same UN Principles and take reasonable steps to identify, assess and address risks of modern slavery practices in their operations and supply chains used in the provision of the goods and/or services. We ask our customers to reciprocate and promptly notify SaaS of the modern slavery practices identified and provide any relevant information requested by SaaS.

SaaS adhere to applicable laws and regulations in the countries which we operate and continually engage with our suppliers to better understand their supply chains and any potential modern slavery risks they may face.

At SaaS, we provide our personnel with a non-discriminative work environment that is free from harassment or victimisation and encourage them to speak up about any human rights or modern slavery risks they become aware of. All our personnel are aware of our Modern Slavery policy and are aware of their responsibilities under it. SaaS are also pursuing a proactive employee engagement program to ensure that our social values, policies, and programs are highlighted and made regularly visible to employees.

### Forwards-Looking Statement

SaaS will ensure that our Modern Slavery Statement will be reviewed [annually].





In the pursuit of greater internal awareness of MSS policy standards, SaaS will also be allocating time during company-wide meetings to express and promote SaaS's Social Values. These will help in educating and informing employees about Modern Slavery, Wellbeing, Equal Opportunities, and Fighting Climate Change as well as opening the door for employees to contribute and suggest changes to the organisation that help centre and promote our values.

## Responsibility

SaaS understands that it has a continued responsibility for managing and mitigating the risk of modern slavery within its business and its supply chain in the long term. We will update our understanding and reassess the nature of the risk, reviewing the relevance and value of the existing policies and strategies.

Signed by

*Heather McEwen*

Heather McEwen

Director

Date: 4 Jul 2024

Next review date: 4 Jan 2025

