



Modern Slavery Statement

This statement has been published in accordance with Section 54 of 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 2024 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 trading subsidiary companies:

- Kainos Software Limited
- Kainos Evolve Limited
- Kainos Worksmart Limited
- Formulate Kainos Limited
- Kainos Software Ireland Limited
- Kainos Software Poland Spolka z.o.o.
- Kainos Poland Services Spolka z.o.o.
- Kainos Worksmart Inc.
- Blackline Group, Inc.
- Rapid IT - Cloudbera, Inc
- Kainos Planning, LLC
- Kainos Canada Inc.
- Kainos WorkSmart Oy
- KW Software Oy
- Kainos Worksmart GmbH
- Kainos WorkSmart ApS
- Kainos Worksmart SAS
- Kainos AB
- Kainos the Netherlands B.V.
- Kainos Belgium
- Kainos Worksmart S.R.L.
- Kainos AS
- Kainos Argentina SAU
- Kainos Software Technologies Private Limited

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 regions of the world where labour laws are non-existent or are not enforced.

Kainos conducts supplier due diligence audits on our existing suppliers to ensure that they have robust Modern Slavery policies in place.

Our Staff

Kainos carries out employment checks to ensure that 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 ever employed by Kainos.

Training and Awareness

Kainos has rolled out a mandatory e-learning training course for all employees, which covers:

- Awareness as to the various forms of modern slavery in which people can be held and exploited
- How employees can identify the signs of slavery and human trafficking
- How employees should respond if they suspect slavery or human trafficking
- A formal attestation from employees that they will abide by Kainos' modern slavery prevention policies

Review

Our modern slavery process is reviewed annually to evaluate its effectiveness in ensuring that slavery and human trafficking is not taking place in our business or supply chains. The KPIs deployed in the review process are:

- **Risk Assessments.** Risk assessments are carried out to review any additional risk that may have been introduced by changes to: (i) our business and group activities; (ii) our staff and locations; (iii) our supply chains with a view to identifying vulnerable populations and areas prone to modern slavery and to inform and enable targeted prevention efforts.
- **Supply Chain Transparency.** Updated sampling and due diligence on suppliers to ensure that they have modern slavery policies and processes in place.
- **Number of Reported Cases.** Reviewing the number of reported cases of modern slavery as any increases may indicate improved awareness and reporting mechanisms. At this annual review point any identified gaps are considered and mitigating measures are proposed. Where this necessitates changes to the statement, these are discussed and approved at board level.



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 undertake selective due diligence, we will immediately 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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Russell Sloan

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Russell Sloan
CEO
September 2024