

MODERN SLAVERY STATEMENT ON THE YEAR 2017

1ST EDITION



Linedata

AUDIT & COMPLIANCE

03/19/2018

INTRODUCTION

This statement is published under the “**Modern Slavery Act**” of England, which came into force on October 29th, 2015. This Act is applicable as of fiscal years closed on March 31st, 2016.

According to section 54 of the “**Modern Slavery Act**“, any company with a turnover exceeding £ 36 million and selling goods and services in the United Kingdom must publish in each accounting year a statement describing the measures it has taken to ensure that its subcontractors and supply chains are free from slavery and human trafficking.

This concerns companies regardless of their headquarters, thus including foreign companies operating in the United Kingdom.

Linedata Group, headquartered in France, has a turnover of € 179 million at the end of 2017 and employs over 1,300 people worldwide. The Group is present in the United Kingdom and Ireland. It has 4 offices in this area: London, Oxford, Edinburgh, Dublin.

This statement describes the measures taken by Linedata Group during the financial year ended December 31st, 2017 to fight against all forms of modern slavery and human trafficking in the course of its activities.



OUR ACTIONS IN FAVOR OF HUMAN RIGHTS RESPECT

After taking the first steps to fight against modern slavery "Modern Slavery", Linedata Group continues to implement initiatives in favor of Human Rights respect and undertakes to carry out its activities in an honest way and to prevent any form of slavery and human trafficking in its supply chain.

Code of Ethics

Linedata Group's Code of Ethics aims to formalize the ethical framework in which all employees must carry out their professional activities on a daily basis. A whole chapter ensures that every employee can work in a safe and healthy environment, in conditions that respect their health and safety, human dignity and that can guarantee a social dialogue.

Training

Linedata Group offers its employees training and awareness sessions to ensure they are fully aware of the risks associated with modern slavery and human trafficking as well as unethical behavior. Linedata Group is committed to ethical values and respect for Human Rights throughout its organization.

Assessing our business partners

Linedata ensures that slavery or human trafficking does not take place in its organization or supply chains.

With this in mind, the Group intends to shortly deploy a " Business Partners Charter", applicable to its customers, suppliers, partners and subcontractors and to which they must adhere.

By signing this Charter, Linedata commercial partners will commit to respect its fundamental principles and will agree that the Group's Internal Audit department can carry out audits of their activities. Failure to comply with this Charter may lead to termination of the contractual relationship.

In addition, Linedata Group will soon deploy for its most significant suppliers a supplier questionnaire to ensure that they adhere to the appropriate standards for labor utilization by country of operation.

OUR ACTIONS IN FAVOR OF HUMAN RIGHTS RESPECT

Whistleblowing system

Linedata Group has launched its compliance program to the French law of December 9th, 2016 called "Sapin II" establishing a legal regime for whistleblowers within companies. The whistleblowing system, about to be deployed in the company, will be set up for each employee and third party. This tool will be visible both internally (on the intranet) and externally (on the Linedata Group website). If a good-faith employee has any doubt or suspicion regarding possible illegal or unethical practices, he may use the secure alert mechanism or contact the Internal Audit Department via: InternalAudit@se.linedata.com.

OUR ACTIONS FOR THE FUTURE

Issues related to modern slavery are both complex and changing. That is why we endeavour to maintain practices and policies that respect our commitment to promote respect for Human Rights through awareness-raising actions, training, assessments and support devices (eg whistleblower).

This declaration, made under the Article 54 of the “**Modern Slavery Act 2015**”, was approved by the Board of Directors of Linedata Group, which authorized the Chief Executive Officer to sign a declaration in accordance with the terms of the statement. adopted in Board of Directors.

Chief Executive Officer

Anvaraly Jiva