

MODERN SLAVERY STATEMENT ON THE YEAR 2018

2ND EDITION



Linedata

AUDIT & COMPLIANCE

03/01/2019

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 €173,2 Million at the end of 2018 and employs over 1,250 people worldwide. The Group is present in the United Kingdom and in Ireland. It has 4 offices in this area: London, Oxford, Edinburgh, Dublin.

This statement describes the measures taken by Linedata Group during 2018 to fight all forms of modern slavery and human trafficking in the course of its activities and in its supply chains.



OUR ACTIONS IN FAVOR OF HUMAN RIGHTS RESPECT

During the year 2018, Linedata Group has implemented new initiatives in favor of Human Rights respect and is committed to continue conducting its activities in an honest and ethical manner in order 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 employees must respect while carrying out their professional activities on a daily basis. This code ensures that every employee can work in an environment that respects their health and safety, human dignity and that 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.

Assessing our business partners

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

It is in this perspective that the Group plans to shortly deploy a « Business Partners Charter » applicable to its customers, suppliers, partners and subcontractors and to which they will be required to adhere.

By signing the Charter, Linedata commercial partners will commit to respect its fundamental principles and allow the Group's Internal Audit department to carry out audits of their activities. Failure to comply with this Charter may in certain circumstances lead to the 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 labor standards across countries of operation.

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OUR ACTIONS IN FAVOR OF HUMAN RIGHTS RESPECT

Linedata Group continues to implement its compliance program with respect to Sapin II law, and established a legal process for whistleblowers within the companies. The whistleblowing system is now deployed within the group, and is set up for each employee and third party. This tool is available both internally (via the intranet) and externally (via 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.

In line: <https://wrs.expolink.co.uk/>

password: Linedata

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