

# **MODERN SLAVERY STATEMENT ON THE YEAR 2020**

**4<sup>TH</sup> EDITION**



**Linedata**

**AUDIT & COMPLIANCE**

**04/15/2021**

# 1

## INTRODUCTION

This transparency 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 total turnover equal to or exceeding £ 36 million, 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 activities, subcontractors and supply chains are free from slavery and human trafficking.

This concerns all companies registered or doing business in the United Kingdom, thus including foreign companies operating in the United Kingdom.

Linedata Group, headquartered in France, has a turnover of €161 Million at the end of 2020 and employs over 1,100 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 2020 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 2020, 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 activities and supply chain.**

Since 2019, The Linedata Group signed the United Nations Global Compact related to human rights, labor law, environmental protection and the fight against corruption. As a participant, the Group undertakes to support in its sphere of influence the ten principles of this Pact and in particular to make sure that its companies are not complicit in human rights abuses, to ensure the elimination of all forms of forced or mandatory labor, to undertake initiatives for the promotion of greater environmental responsibility and to act against corruption in all its forms.

### 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. In 2020, 99% of employees signed the code of ethics during its annual signature campaign.

### Gender Equality

Equality of opportunity between men and women is a global commitment, but requirements are different from one country to another. Therefore, Linedata has developed a women's promotion policy adapted to each country. The company's efforts are reflected in the score on the Egapro index (specific to France), for fiscal year 2020 Linedata score reaches 86/100.

### 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.

The Group has set up a « Business Partner Charter » applicable to its customers, suppliers, partners and subcontractors and to which they will be required to adhere.

This Charter is communicated to Linedata commercial partners asking them to commit to respecting its fundamental principles and indicating that the Linedata Group may carry out audits of their activities. Failure to comply with this Charter may in certain cases lead to the termination of the contractual relationship.

## Whistleblowing system

An ethics alert system is deployed within Linedata and is accessible to all employees, as well as to any third party.

If an employee believes, in good faith, that a law, regulation or even one of the principles set out in the Linedata Code of Ethics is violated or about to be violated, he may, in compliance with the applicable rules in the country where he resides and carries on his activity, freely report his concerns or to the Audit & Compliance department of his concerns via the contact details: [InternalAudit@se.linedata.com](mailto:InternalAudit@se.linedata.com)

In addition, Linedata has set up an alert system with the service provider Expolink, which is available to any employee or third party:

- Online: <https://wrs.expolink.co.uk/> password : Linedata
- By phone : +44 12 49 66 16 08



# 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