



# MODERN SLAVERY STATEMENT

## INNEO SOLUTIONS LTD

The Modern Slavery Act 2015 (“**the Act**”) obliges businesses within the United Kingdom which are part of a group of companies with a turnover of £36m or more to identify the steps it has taken to ensure that slavery and human trafficking is not taking place in any of its supply chains, or in any part of its business.

The Act aims to eliminate:

- **Slavery and Servitude** which arises where one person deprives another of their freedom, or coerces another person to provide services
- **Forced or Compulsory Labour** which arises where one person extracts work or service from another person under coercion or threats of a penalty
- **Human Trafficking** which arises where one person arranges or facilitates the travel of another person with a view to that person being exploited

### Principles

INNEO Solutions does not tolerate slavery or human trafficking within its business. INNEO Solutions supports the enactment and enforcement of human trafficking laws that recognize and protect victims while holding traffickers accountable.

### Suppliers

INNEO Solutions has business relations with software and hardware vendors and distributors based predominately within Europe and the USA. The software business sector is not considered one most “at risk” and INNEO Solutions has no intricate supply chains (or partnerships) with businesses based in impoverished regions of the world, where labour laws are non-existent or are not enforced.

### Employees

INNEO Solutions 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 employed by INNEO Solutions.

Within the INNEO Solutions group organisation, our Employee Handbook contains commitments to operating to the highest standards of ethics, professionalism and business conduct as well as ensuring that we act in strict compliance with the law at all times. INNEO Solutions promotes a working environment which encourages all members of our team to express their concerns about behaviour or decisions that they perceive to be unethical without fear of reprisal or victimisation.

### Obligation

INNEO Solutions does not support or deal with any business knowingly involved in slavery or human trafficking.

Helmut Haas  
UK Director and Group CEO

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