



## **MODERN SLAVERY STATEMENT**

This statement has been published in accordance with the Modern Slavery Act 2015 (MSA). It sets out the steps taken by accesso Technology Group Plc and its subsidiary companies (together referred to as ~~accesso~~ to prevent modern slavery, human rights violations and trafficking in its business and supply chains during the year ended 31 December 2017. This is the second such statement prepared by accesso and we aim to continue progressing and developing our work in this area over the coming years.

### **Our Business**

accesso is geographically diverse, with active subsidiary companies in several countries including the UK, USA and Canada. We generate our revenue from ticketing, mobile and eCommerce technologies and virtual queuing solutions for the leisure, entertainment and cultural markets and work with customers in each of these sectors.

### **Commitment**

As a global business we accept we have a responsibility and are committed to upholding human rights and will do our utmost to ensure there is no slavery, servitude, forced or compulsory human labour, abuse of power over vulnerable individuals, human trafficking or any other form of exploitation contemplated by the MSA in any part of our business or our supply chain.

### **Our Principles and Policies**

accesso adheres to a high standard of ethics, values and corporate social responsibility and these principles underpin our governance procedures and the strategic and management decisions that we make.

accesso has implemented and operates an Employment Handbook as well as Health & Safety, Information Security and Harassment Prevention and Whistleblowing Policies through which, amongst other things, it is made clear that:

- High ethical standards are to be observed at all times in all decisions that are made;
- Employees are to be treated equally and discrimination is not permitted;
- No threat of or actual physical, psychological or verbal abuse or harassment of any kind is tolerated;
- Only persons eligible to work and able to freely choose employment will be employed;
- A healthy and safe working environment will be provided; and



- Employees will be fairly paid for their work, always meeting or exceeding minimum national requirements.

In particular, accesso's Whistleblowing Policy encourages and provides means for employees to anonymously report wrongdoing, which extends to modern slavery, human rights violations and trafficking, without fear of redress or reprisal. Any such reports will be treated seriously, be fully investigated and, where necessary, corrective and/or preventative action be taken to address the matter.

We have also implemented annual Ethics Compliance training that all employees are required to complete and which includes modules on prevention of money laundering and anti-bribery and corruption.

### **Assessment of Risk**

accesso has business relationships with customers based predominately within the UK, USA and Canada and these countries together with the leisure, entertainment and cultural sectors within which it operates are considered relatively low risk in terms of modern slavery, human rights violations and trafficking. Nevertheless, we monitor our customers and will implement remedial measures should any concern be identified.

Similarly, accesso has very few suppliers or partnerships with businesses based in impoverished regions of the world, where labour laws are non-existent or are not enforced, and therefore the risk in terms of modern slavery, human rights violations and trafficking is considered low. Nevertheless, supplier due diligence will be undertaken as detailed below.

Our employment procedures require that all employees have the necessary documentation to legally work in the country in which they are employed and no-one will be employed without providing this documentation. This will help ensure that no one forced, trafficked or under the legal minimum age for admission to work will be employed by accesso.

### **Supplier Due Diligence**

accesso does not support or deal with any businesses believed to be involved in or linked to modern slavery, human rights violations or trafficking.

We have a stringent procurement process, select our suppliers with care and undertake thorough due diligence checks on prospective suppliers to ensure they observe high standard of ethics, values and corporate social responsibility similar to our own. The outcome of the due diligence will influence our decision whether to do business with them.



We monitor our suppliers and will implement remedial measures should any concern about a particular supplier be identified.

This statement was approved by the Company's Board of Directors in June 2018.

A handwritten signature in black ink, appearing to read 'RT Noland', with a stylized flourish at the end.

**Paul Noland, Chief Executive Officer**