



Modern Slavery Act 2015 Policy

INTRODUCTION FROM THE CHIEF EXECUTIVE OF METHODS BUSINESS AND DIGITAL TECHNOLOGY LTD

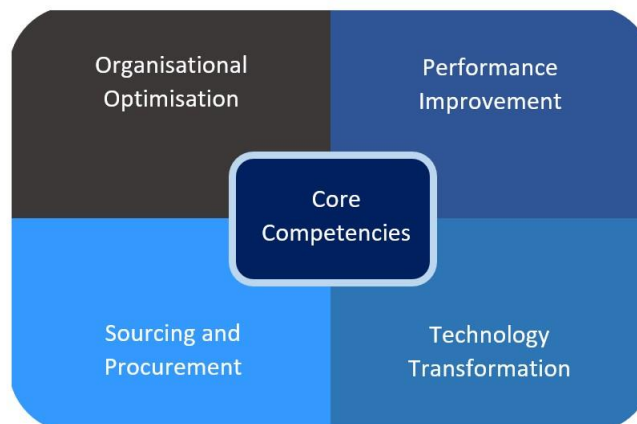
We are committed to improving our practices to combat slavery and human trafficking. Methods Business and Digital Technology Ltd ("Methods") takes its obligations under the Modern Slavery Act 2015 seriously and has robust working practices to comply with its obligations. This policy document sets out those practices and gives insight into the supply chain and business processes of the company.

Any concerns from any of Methods' colleagues, contractors, associates or other stakeholders regarding a likely risk of, or actual, breaching of our policy or the Legislation must be raised to the Chief Operating Officer at the earliest opportunity.

ORGANISATION'S STRUCTURE AND BUSINESS

Methods is a professional services digital transformation company. Methods helps all sizes and types of organisation build sustainable organisational capability across a range of business change, with an approach focused on maximising the value of information; the creation and utilisation of digital assets and services to underpin business optimisation.

Our practice is focused into four broad competency areas, as illustrated below.



We offer a different approach to professional services and deliver managed services based on outcomes.

Our team comprises recognised industry experts who are specialists in the design and delivery of flexible, citizen-centred services for a digital age, which deliver value and inclusiveness.

LONDON | MANCHESTER | BIRMINGHAM | CARDIFF | SHEFFIELD | BRISTOL | CHELMSFORD



Our delivery model comprises employed colleagues, selected associates, contractors and partner firms (most of which are SMEs) to deliver collectively our products and services. This business 'ecosystem' approach means that we always have both capacity and capability to respond to our clients' needs, as they arise, deploying highly specialised resources when clients need them.

OUR SUPPLY CHAIN

Methods has a long history of working with partner organisations and associates and our business operating model relies on an integrated and seamless service to clients, regardless of which mix of resources is delivering the service.

At any one time, we will have circa 40 Partner Organisations (most of whom are SMEs) and around 250 associates and contractors, as part of our supply chain, working alongside Methods' own colleagues as we execute our agreed deliverables.

Our supply chain is underpinned by a rigorous contractual process which means that every partner has either a Partner Agreement or a Framework Consultancy Agreement in place. Both documents have specific obligations to comply with our Anti-Slavery and Human Trafficking Policy. Each Partner contractually warrants that they will comply with this policy. Furthermore, we have rights of audit to enable us to ensure the policy is being enforced, which we exercise. Each of our associates and contractors have either Associate or Contractor Contract which contains a copy of this policy. We also have rights of audit for both of these partners, which we do carry out on a random basis.

Our Partners, Contractors and Associates are carefully selected and each of them is allocated to a Methods' member of staff to maintain effective communication and assess their business performance on our work.

PROCESSES AND ACCREDITATION

As an experienced and mature service provider, all of our services are underpinned by robust ISO9001:2015 certified processes and a variety of industry accreditations. These currently include: ISO9001, ISO14001, ISO27001 and Cyber Essentials Plus. Additionally, we are aligned to the following organisations:



All of our accreditations are built into an internal Quality Management System which defines the control systems and quality procedures used throughout the company to ensure that we provide an excellent quality service. It is audited internally throughout the year and externally on an annual basis by ISOQAR.



OUR ANTI SLAVERY AND HUMAN TRAFFICKING POLICIES

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our supply chain.

Our policies include auditing suppliers, selected on a random basis, to ensure their adherence to our supplier requirements and provide reassurance that our supply chain is free from slavery and human trafficking.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk in this regard, we have established systems designed to:

- Identify and assess potential risk areas in our supply chain;
- Mitigate or resolve any identified risk of slavery and human trafficking occurring in our supply chain;
- Monitor potential risk areas in our supply chain; and
- Protect whistle blowers.

These processes and checks are managed through the relationships between Methods' colleagues and their allocated Partners, Contractors and Associates.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values, we have a dedicated compliance support team. This consists of involvement from the following departments to support and ensure our adherence to the Modern Slavery Act 2015:

- Board members
- Legal
- Finance
- Audit and compliance
- Human resources
- Sales

MEASURING EFFECTIVENESS AND STEPS BEING TAKEN

Methods will continue to follow its due diligence processes of auditing suppliers and partners during the coming year. We aim to audit at least 10% each year. With select suppliers this will go beyond audit and contractual compliance and seek direct engagement with workers on sites.



TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking, in our supply chains and our business, we provide training to our staff. We also require our Partners to provide training to their staff and suppliers and providers in their respective supply chain.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 30th April 2021.

DocuSigned by:
Peter Rowlin
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Peter Rowlin
Chief Executive Officer

Methods Business and Digital Technology Ltd
1st May 2020