



Modern Slavery Statement

Financial Year August 22 - July 23



SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR KAGOO LTD AND ITS SUBSIDIARIES (Kagool) FOR THE FISCAL YEAR AUGUST 2022 - JULY 2023

Kagool's Slavery and Human Trafficking Statement is made pursuant to Section 54 of the Modern Slavery Act 2015 "Transparency in Supply Chains". This Statement sets out the steps Kagool has taken to address the risk of slavery and human trafficking taking place within its own operations and within our wider supply chain networks.

Organisation

Kagool is an SAP data expert and was founded in 2004 in Coventry, UK that empowers its clients to become more data driven whilst modernising their IT landscapes at pace. It specialises in manufacturing and logistics applications and financial services and is known for leading enterprise technologies including SAP, Oracle, Salesforce, Microsoft Azure, IoT, and more.

Kagool's data modernisation and migration projects are driven by its proprietary software products – Velocity and Pulse. Velocity is the data ingestion solution designed to simplify and accelerate the full end-to-end process of moving and curating data from source to Microsoft's Azure cloud platform. Pulse fully automates the entire SAP data migration for large and complex data sets, supporting quality, enrichment and process/user orchestration, ensuring only complete and accurate data enters SAP.

Kagool is a leading global data & analytics and ERP specialist, offering consultancy and best of breed integration solutions.

Organisational structure





Kagool offices are located around the globe in approximately 8 different locations employing over 500 employees and consultants in over 6 countries. The company is headquartered in the UK, running operations around the globe.

As the majority of the work, we deal with is in the Information Technology industry our workforce contains employees with years of experience in the industry through to graduates related to the IT industry.

The labour supplied to the Organisation in pursuance of its operation is carried out in all the countries visible above.

Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.
- Any forced labour including child labour.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour. This may include suppliers and contractors.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the countries we are based with a legal entity and in many cases exceeds those minimums in relation to its employees.

Potential exposure

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist in any country where employment law's may not be followed and are compromised.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps such as educating the workforce to ensure



that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it

Policies

The Organisation has the following policies/documents which further define its stance on modern slavery -

- Code of Conduct:

Kagool's Code of Business Conduct is applicable to all personnel working for and on behalf of Kagool globally (Kagool Personnel), including direct employees and agency and contract staff.

The Code states that: -

- We shall respect the human rights and dignity of all our stakeholders.
 - We do not employ anyone under the age of 15 at our workplaces.
 - We do not use forced labour in any form.
 - We do not confiscate personal documents of Kagool Personnel or force them to make any payment to us or to anyone else in order to secure employment with us or to work with us.
- Employee Handbook
 - Modern Slavery Policy
 - Wellbeing Policy

Slavery Compliance Officer

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Approval

This statement has been reviewed by the Board of Directors of Kagool Ltd and is approved on the Board's behalf by the Chief Executive Officer.

Dan Barlow
CEO of Kagool Ltd
15th January 2023