



## **Slavery and Human Trafficking Statement**

**Financial Year ended 31 December 2022.**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and describes the actions taken to ensure that our business and our supply chains are free from slavery and human trafficking.

### **Our Business and Organisational Structure**

Liberata is a provider of business and professional services including process outsourcing and automation. We operate exclusively within the UK, primarily within the public sector market, providing specialist business process and transaction management services to central and local government. We operate from multiple locations across England and Wales, employing c1100 people.

Liberata UK Limited is a subsidiary of Outsourcing UK Limited, which is wholly owned by Outsourcing Inc., a multi-national public company headquartered and quoted in Tokyo. The group specialises in business process outsourcing, transaction processing, data management, IT and business services, and recruitment and resourcing.

### **Our Policies**

We have a comprehensive range of policies and operating procedures covering the recruitment, employment and conduct of people directly engaged in our business. These policies are subject to an annual review where an equality impact assessment is conducted.

Our expectations are clearly documented in a Code of Conduct which applies to all staff, and our employees are supported by policies covering Equality and Diversity, providing clear Grievance procedures, ensuring Dignity at Work and means to facilitate Whistleblowing.

Our policies ensure that all employees are treated fairly and equally and are paid in accordance with the law. Our employees are not contractually required to work more than 48 hours per week.

These arrangements are under-pinned through a recognition agreement with the public sector trade union, Unison enabling independent and collective representation of interests.

We have reviewed and updated current policies, practices and training provision to appropriately reference, accommodate and communicate the provisions of the Modern Slavery Act 2015.

These policies are available on our intranet to all employees and a summary of key documents is sent to new starters.

Due to the Covid-19 pandemic (2020 and continuing in 2021 and 2022) a business decision was made to re-designate the majority of employees as temporary homeworkers. As a consequence, we developed specific HR and H&S policies to ensure employees were both supported and protected during this period.

We are confident that the practices we adopt and the terms on which we employ, manage and organise our workforce are of a high standard and effectively safeguard against the exploitation, abuse or coercion of the people we employ.

### **Supply Chain**

Liberata relies on suppliers to support its business, particularly in relation to information technology and application software services, office and facilities services, and professional legal and financial support.

Our supply chain consists of large, reputable suppliers of industry standard goods and services (themselves subject to section 54(1) of the Act), medium sized providers of specialist support services, and small, locally based suppliers of general services. The majority of our suppliers are UK based.

We have preferred suppliers across many parts of our supply chain and employees are encouraged to use them. Prior to engagement any potential new suppliers are subject to a process of due diligence which includes assessment of financial standing, and confirmation of trade references.

We have a Supplier Code of Conduct for our suppliers to adopt, the requirements of which reflect our own internal standards, and our Standard Supplier Terms and Conditions reference obligations under the Modern Slavery Act 2015. We have previously engaged with our key suppliers to assess their practices and procedures and have conducted a process to confirm that key suppliers have themselves published appropriate Slavery and Human Trafficking Statements on their websites. We plan to conduct a review of the supplier key performance indicators that are used within the business, ensuring the effectiveness of our internal processes with regards to Modern Slavery.

The nature of our business, the expectations of our customers, and the relationships which we have with our suppliers, lead us to believe the likelihood of slavery or human trafficking being present within our operations, to be low.

### **Training**

We utilise an online Modern Slavery training course through our provider EssentialSkillz for all Managers and other key roles within the business who have a direct responsibility for upholding Liberata's commitments with regards to this Act. We will continue to track training and awareness through attendance and effectiveness of this course.

A copy of this statement is also made available to all employees on Liberata's website.

Liberata UK Limited has adopted the principles of the UN Global Compact (<https://www.unglobalcompact.org/what-is-gc/mission/principles>), we recognise the reality of human slavery and our responsibility, and the responsibility of our partners, to ensure the protection of human rights.

Signed.



Name of Director     Robert Price

Approved by the Board of Directors of Liberata UK Limited

Date 22/6/23