



## **MODERN SLAVERY STATEMENT**

This is the Modern Slavery Statement ("MSS") for the Dext group for the year ended 31 December 2021. This MSS is published pursuant to section 54(1) of the Modern Slavery Act 2015 in the UK. It details the actions taken and measures in place to ensure that slavery and human trafficking does not occur in our supply chains or in any part of our business.

### **INTRODUCTION**

We are confident that there is no modern slavery or human trafficking within our organisation, and we are committed to ensuring that we do not deal with suppliers who engage in modern slavery or human trafficking.

### **OUR GROUP STRUCTURE**

The Dext group consists of its parent company, Dext Topco Limited and its subsidiaries. This MSS is made by Dext Topco Limited and Dext Software Limited - however, it also applies to, and is made in respect of, the Dext group as a whole.

The Dext group has employees worldwide and operates in countries around the world including in UK, Bulgaria, France, Australia, Canada and USA.

### **OUR BUSINESS**

Dext is a cloud accounting platform that provides real-time and accurate insights into data, extracts data, and automates the flow of detailed sales data from platforms that accounting and bookkeeping customers sell on.

### **OUR SUPPLY CHAINS**

Our supply chains include suppliers of event spaces for conferences and events, IT and other office equipment and support services, marketing services from technology companies, professional services from our lawyers, accountants and other advisers, office cleaning, catering and other office facilities services

### **OUR POLICIES ON MODERN SLAVERY AND HUMAN TRAFFICKING**

We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking are not taking place anywhere in our business or supply chains.

### **DUE DILIGENCE PROCESSES FOR MODERN SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate the risk of human slavery and human trafficking in our supply chains, we conducted an initial review of suppliers across The Dext Group in July 2022. We monitor our suppliers regularly and conduct periodic in-depth reviews

using clear risk evaluation guidelines, with each member of the Senior Management Team evaluating suppliers in their supply chains and the results then being reviewed.

We have determined that we are in low risk industries, characterised by low volume, high value work activity, and we are confident that there is no modern slavery or human trafficking taking place within our direct organisation. Our risk assessment process has led us to conclude that the vast majority of our suppliers are similarly low-risk. Parts of our supply chains, however, are in industries that do pose a medium risk because suppliers in these areas may rely on seasonal, low paid and low skilled workers – for example where we routinely hire hotels, event booths and function rooms at conferences and events. Many of these contracts are one-off arrangements rather than ongoing relationships, and we manage the risk by working with suppliers who we consider to be reputable. Additionally, in any instances where we feel there is a risk, we contact our existing suppliers in writing, reminding them of our values and ethical standards, and reiterating the expectations we have when working with them. We expect to conduct further supplier risk reviews in the future.

We have also implemented systems to identify, monitor and mitigate the risk of modern slavery and human trafficking in our supply chains, and assess our new suppliers as further described below.

## **SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS**

We do not tolerate modern slavery and human trafficking. To ensure all those in our supply chains and contractors comply with our values, we have updated our new-supplier process which both (i) assesses the risk of modern slavery and human trafficking in any new supplier and its own supply chains before we engage with that supplier; and (ii) gives us the ability to monitor and audit relevant suppliers once they have been engaged. Taken together with periodic detailed reviews of suppliers, and appropriate clauses in our contracts, we believe this process gives us confidence in ensuring our supply chain complies with the Modern Slavery Act.

Our finance, legal and business operations teams are involved in ensuring this process works effectively and will monitor it regularly, adapting as necessary to the changing needs of our business.

## **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and in our supply chains, all staff are reminded of our principles on a regular basis, including when they join our business, and where appropriate, we ask our business partners to provide training to their staff and suppliers.

*Steve Rowley*

**Steve Rowley, Chairman**

**For and on behalf of Dext Software Limited, Dext Topco Limited and the wider Dext group.**

**Date: 1 November 2022**