



Modern Slavery Act 2015

Modern Slavery Statement

November 2023

Cisilion Modern Slavery Statement

INTRODUCTION FROM ROGER PAUL, CHAIRMAN OF CISILION LIMITED

Cisilion Limited recognise the importance of operating ethically and ensuring all stakeholders, partner, vendors and suppliers understand Cisilion's anti-modern slavery values. We are committed to improving our practices to combat slavery and human trafficking.

ORGANISATION'S STRUCTURE

Cisilion Limited are a global systems integrator in the Information Technology and Services sector. Our head office is in Surrey and we have secondary offices in London, New York and Singapore. We have circa 200 employees worldwide and operate in 75 countries globally.

OUR BUSINESS

Cisilion Limited is organised into a number of business units consisting of Sales, Pre-Sales, Technical Consultancy, Service Centre, Project Management, Client Success, Finance, People & Talent, Marketing, Procurement, Maintenance, Operational Support Systems and Sales Support.

OUR SUPPLY CHAINS

Our supply chains include primarily major global manufacturers and distributors of IT infrastructure equipment and services.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains 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 in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk, we ensure that all suppliers complete our



supplier due diligence questionnaire. By conducting and analysing the results from the questionnaires, we aim to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES

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 in place a supply chain compliance programme. This consists of an onboarding process for new suppliers and where appropriate we have review meetings with our suppliers and distributors. These suppliers and distributors have head offices in Europe or America. Effective March 2019, we review the statements of our major supplier and distributors annually.

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 the entire team upon joining the organisation and annually throughout their Cisilion career.

This year, we have developed our induction training to include a test to ensure not only that employees have read our procedure but have understood their own responsibility with regards to tackling Modern Slavery.

We have also begun to introduce our supplier questionnaire to ensure all organisations within our supply chain are adhering to our values with regards to modern slavery and human trafficking.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We understand that as a business, we have a crucial role to play in helping to eradicate modern slavery. We are continually reviewing our internal processes and supply chain processes to ensure we are remaining a responsible and ethical business.

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our



business or supply chains:

1. Obtaining confirmation from all Cisilion Limited employees that they have completed Modern Slavery training as part of their induction process.
2. Ensuring all employees have received a satisfactory score following the completion of their Modern Slavery training or identifying areas in which they have not understood so that we can adjust our training if necessary.
3. Requiring all Cisilion Limited employees to complete annual Modern Slavery refresher training as part of their mandatory training schedule.
4. Reviewing our existing supply chains to ensure that our supply chains understand the relevance and importance of our Anti-Modern slavery value.
5. Audits conducted by an external third party.

Following a review of the effectiveness of the steps we have taken in financial year ending April 2023, to ensure that there is no slavery or human trafficking in our supply chains, we intend to take the following further steps to combat slavery and human trafficking:

1. Continue to ensure that all Cisilion Limited potential suppliers complete the Due Diligence Questionnaire before conducting business with the Company;
2. Continue to obtain regular advice on anti-modern slavery procedures and best practice throughout the financial year;
3. Review our current Code of Ethics policy to ensure this aligns with the Company stance on Anti-Human Trafficking.
4. Expand internal company communications relating to Anti-Human Trafficking procedures, stance and policy.

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 April 2023.

Signed:



Dated:

20 November 2023

Roger Paul, Chairman

Cisilion Limited





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