

Modern Slavery Statement

– Logical Holdings Group

Operating responsibly

This statement sets out Logical Holdings (“Group”) commitment to operating responsibly and acting ethically and with integrity in all our business relationships. It outlines our intentions to understand all potential modern slavery risks related to our business and to put measures in place that are aimed to mitigate the risk of slavery or human trafficking in our own business or our supply chains.

This statement has been produced in accordance with the Modern Slavery Act 2015, section 54, for the financial year ending 2022 and is made on behalf of all subsidiaries* within the Logical Holdings Group of companies who may be required to make a statement pursuant to the Modern Slavery Act.

**Scott Logic Limited, Scott Logic ApS, Marra Limited*

Our commitment

- Logical Holdings and its subsidiaries are committed to the principles of the Modern Slavery Act 2015, the prevention of slavery and human trafficking in our business, and to mitigate associated risks in our supply chains to a reasonable level.
- We want all our employees to feel confident that they can expose any wrongdoing without any risks to themselves.
- Our recruitment and people processes are inclusive and fair and designed to ensure that all prospective employees are legally entitled to work in the country they are employed and to safeguard employees from any abuse or coercion.
- We want all our employees to be rewarded fairly for the work they do and commit to paying above the minimum wage in the geography they work within.
- We will continue to review our policies and processes through the next financial year.

1. Organisation structure and supply chains

Logical Holdings was established in recent years as a vehicle to support group expansion through both acquisition and the founding of additional subsidiary companies, to support market expansion through diverse but instinctly linked software offerings.

Scott Logic – Logical Holdings’ main subsidiary – is a UK-based software consultancy working in a variety of different sectors including capital markets, energy trading, financial services, and the public sector. The consulting services that Scott Logic delivers include technology strategy and advice, user experience design, managed services and software development, testing and engineering, typically for large-scale enterprises with complex software systems and needs. Our onshore model allows us to attract and retain highly skilled technologists, as permanent employees.

Logical Holdings Group and its subsidiaries employ over 430 people, predominantly in the UK. We have offices in Edinburgh, Glasgow, Newcastle, Leeds, London, Bristol and Copenhagen.

Our supply chains include:

- Business and professional services
- Providers of telecoms, IT equipment, cloud storage centres, software and services
- Office and facilities service management, including cleaning and maintenance
- Travel and accommodation providers and agents
- Recruitment agencies, labour providers and contractors
- Marketing, PR and production of promotional content

2. Risk assessment and management

Due to the nature of our businesses, our models do not carry with it a high level of slavery risk. Where we have identified areas of modern slavery risk in our supply chains, we will work to ensure we mitigate such risks to a reasonable level.

3. Our policies, processes and governance in relation to the Modern Slavery Act 2015

The following employee-related policies that are present at Group or subsidiary level describe our approach to the identification of modern slavery risks, and steps to be taken to prevent slavery and human trafficking in our operations:

- Whistleblowing Policy
- Employee Code of Conduct (consultant facing)
- Grievance Policy
- Equality & Diversity Policy
- Recruitment and Selection approach
- Verification, Vetting and Background Check Policy

These policies are available to all employees via company intranets 24/7 and are issued to all new employees as part of their onboarding process.

As part of onboarding and induction, all new employees receive a copy of an Employee Handbook which includes information on all key policies such as Code of Conduct, and our Whistleblowing Procedure.

We intend to develop and roll out training on modern slavery across the Group, which will increase awareness across our businesses and ensure that employees understand the risk of modern slavery and human trafficking, and how to raise any concerns they may have.

We regularly review our policies to ensure that they are compliant, consistent and effective in promoting good practice.

4. Supply chains and risks

Financial commitments are made using written contracts and we do not pay cash for the supply of our service. We work with major multinational companies who have ethical standards of behaviour in place.

We are developing systems and processes to assist us in identifying and assessing potential risks in our existing supply chains, and in vetting potential new suppliers. This will include:

- assessment of the existing supply chain to consider particular product or geographical risks of modern slavery
- evaluating the modern slavery risks of all new suppliers
- investigating all claims of unethical behaviour

We expect that suppliers maintain the same high standards and share our commitment to preventing modern slavery and human trafficking.

5. Key performance indicators to measure effectiveness of steps being taken

There were no instances of slavery or human trafficking raised to us during the financial year ended 31 December 2021 and no enhanced risk identified due to the Coronavirus pandemic. However, we recognise that we must continue with our commitment and further enhance our policies, processes and overall awareness of the issues surrounding modern slavery and human trafficking.

In 2021 our action plan was predominantly focused around Scott Logic Limited and included:

- requiring all employees involved in the procurement of goods or services to have completed training on modern slavery
- including Modern Slavery Policy as part of employee induction
- developing a supply chain charter by which we can evaluate the potential risks of our existing supply chain and all new suppliers

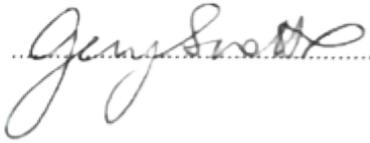
From 2022 we will establish actions across the group, and KPIs to monitor progress, reporting on our progress in our subsequent statements.

2022/2023 Action Overview and associated KPIs

Activity	Actions	Timeline for Completion	Associated KPI Target
All employees have appropriate awareness of the Modern Slavery Act and the 'Group' response to ensuring compliance	<p>Modern Slavery Statement elevated to a 'Group' level to ensure consistent approach</p> <p>Group Code of Conduct (inc. Modern Slavery) and associated policies deployed. All employees will be required to attest to both understanding and adherence.</p>	December 2022	<p>Publication of 'Group' Modern Slavery Statement.</p> <p>100% of existing employees, written attestation to adhere to the Code of Conduct within one month of issue.</p> <p>100% of new employees, written attestation to adhere to the Code of Conduct within one month of their start date.</p>
Develop a Supply Chain Charter	Develop a supply chain charter by which we can evaluate the potential risks of our existing supply chain and all new suppliers and ensure appropriate onboarding and ongoing mitigating controls are in place.	2023	To be determined as the initiative is deployed.

Approved by Gary Scott, Chairman, Logical Holdings Group

This statement was approved on 22 August 2022.

A handwritten signature in cursive script, appearing to read "Gary Scott", is written over a horizontal dotted line.