

ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING

Aurionpro Solutions plc provides its IP solutions, consultancy and products to businesses throughout the UK, Europe and worldwide. Its supply chain for products and sub contracted services is based upon established major producers, such as HP; its delivery and IP business uses directly employed or contracted staff who are thoroughly vetted prior to being engaged. The company's client base is primarily "Blue Chip" organisations with whom a long-standing commercial arrangement is based upon these organisations' thorough certification processes for suppliers.

Aurionpro is committed to ensuring that there is no modern slavery or human trafficking in any part of our business or supply chains. 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, where viable, we build long standing relationships with our clients and make clear our expectation of business behaviour.

With regards to national or international clients, our point of contact is preferably with a UK company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes. We expect each entity to also demonstrate similar due diligence. We acknowledge that it is not reasonably possible for us to have a direct relationship with all businesses with whom we conduct business with, however we shall put forth good faith and effort to confirm that they have anti-slavery and human trafficking policies in place as well.

We have in place systems to encourage the reporting of concerns and the protection of whistle blowers. Please see the Employee Handbook section titled Making a Protected Disclosure for more information.

CLIENT ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking and we expect all clients and contracting agencies to uphold similar values.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, we provide education on the issue to relevant members of staff. The policy is distributed to all existing staff members and newcomers to the organisation.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

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:

- Regular audits by Operational Managers and delegated managers within the business line
- Use of labour monitoring and payroll systems
- Level of communication and contact with our clients and their understanding of, and compliance with, our expectations.

This statement constitutes our group's slavery and human trafficking statement for the current financial year and has been approved by our executive management. It will be reviewed and updated as necessary on an annual basis pursuant to section 54(1) of the Modern Slavery Act 2015.