

# Convex Modern Slavery Act Statement



This statement is published in accordance with the UK's Modern Slavery Act 2015 ("the Act"). It sets out the steps taken by Convex UK Services Limited and other relevant group companies ("Convex") to ensure that slavery and human trafficking do not exist in our business or supply chains.

## Policies

Convex takes a zero-tolerance approach to slavery and human trafficking and is committed to ensuring that there is no slavery or human trafficking in our business or supply chain. We are committed to integrity in the conduct of our business and the requirement that all Convex's employees perform their duties in a manner which is legally, ethically, and morally irreproachable. Our Convex Values and our internal policies relating to conduct and financial crime are applicable across the Convex Group.

We have a robust Whistleblowing Policy across the Group which enables concerns about wrongdoing of all types to be raised either direct to senior management or through a whistleblowing hotline run independently by a third-party provider. All whistleblowing reports are reported to and reviewed by the applicable boards of Convex.

## Employment

Our recruitment processes comply with UK employment legislation, and we ensure that 'right to work' document checks and contracts of employment are in place for both permanent and temporary employees. Convex uses the services of recruitment agencies, which we expect to have robust policies and procedures in place to counter slavery and human trafficking.

## Engagement with suppliers

Our procurement policy highlights the need to consider slavery and human trafficking issues when selecting and engaging with suppliers, and we require tenderers to confirm that they have processes in place to ensure that slavery and human trafficking does not exist in their business or supply chains. Bidding suppliers are required to include their relevant policies and procedures as part of their tenders.

## Awareness and training

All Convex employees have been made aware of our policies and the commitments these represent.

## Approval of this statement

This statement is made pursuant to Section 54 (1) of the Act and constitutes the Convex's slavery and human trafficking statement. This statement was approved by Convex's management.

### Stephen Catlin

CEO, Convex Group  
May 2021