

## Modern Slavery Statement



## Document History

Version	By	Date	Description
1	Becky Patterson	03/06/25	Initial Version

## Introduction

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and sets out the steps Xperate Limited has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

## Our Business

Xperate Limited is a UK-based software development and technology services company, providing bespoke solutions primarily to the legal and professional services sectors. With operations in the UK and an expanding presence in North America, Australia and India we are committed to conducting our business ethically and with integrity.

## Our Commitment

Xperate Limited has a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

## Our Supply Chains

Our supply chains include software development partners, IT service providers, and professional services firms. We expect all our suppliers and partners to uphold the same high standards and to operate in accordance with all applicable laws and regulations, including those relating to modern slavery and human trafficking.

## Due Diligence and Risk Assessment

We conduct due diligence on all new suppliers and partners, including assessing their policies and



practices related to labour rights and ethical conduct. We aim to identify and mitigate any risks of modern slavery through:

- Supplier assessments and onboarding procedures
- Contractual obligations requiring compliance with anti-slavery laws
- Ongoing monitoring and review of supplier practices

## Training and Awareness

We provide training to our staff to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business. This includes guidance on how to identify and report potential issues.


## Reporting Concerns

Xperate encourages all employees, suppliers, and partners to report any concerns related to modern slavery or unethical behaviour. We have a clear whistleblowing policy in place to protect those who raise concerns in good faith.

## Review and Approval

This statement will be reviewed annually and updated as necessary to reflect changes in our business and supply chain practices.

## Approved by the Board of Directors



**Name:** Mark Garnish

**Title:** Chief Operating Officer

**Date:** 03/06/2025