

mthree Modern Slavery and Human Trafficking Statement

M Three Corporate Consulting Limited (“mthree”) is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain and imposes the same high standards on its suppliers. 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.

mthree provides high quality, cost-effective and client-focused IT and Financial Markets technology consultancy services worldwide. We are primarily based in the United Kingdom and also currently operates (actively or has corporate entity) in the following countries:

Australia
Canada
Hungary
Ireland

Germany
France
Hong Kong
China

Poland
Singapore
South Africa
USA

As part of our commitment to combating modern slavery, we have implemented the following policies:

- **Anti-Slavery Policy:** we encourage all our workers to be aware of the signs of modern slavery and know how to report their concerns.
- **Whistleblowing Policy:** we encourage all of our workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation.
- **Grievance procedures:** we encourage all staff to raise concerns formally or informally to ensure that they can be resolved fairly.
- **Employee Code of Conduct:** we make it clear to employees the actions and behaviour expected of them when representing the organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.
- **Recruitment Policy:** we use only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.
- **Background Screening Policy:** we ensure that all employees, both working internally and externally, are thoroughly vetted before the commencement of employment.

We also make sure our suppliers are aware of our policies and adhere to the same high standards.

These policies have been developed by the Human Resources Director with the assistance of the Senior Management Team.

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, we have adopted the following due diligence procedures, we consider the supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking, we conduct supplier questionnaires and decline to work with suppliers who do not meet the standards we expect.

Our procedures are designed to:

- establish and assess areas of potential risk in our business and supply chains;
- monitor potential risk areas in our business and supply chains;
- reduce the risk of slavery and human trafficking occurring in our business and supply chains;
- provide adequate protection for whistle-blowers.

mthree regularly evaluates the nature and extent of its exposure to the risk of modern slavery occurring in its supply chain by reviewing our suppliers and where we are operating.

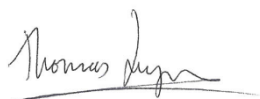
We do not consider that we operate in high-risk sectors or locations because of our geographic scope and the type of work that we carry out.

We do not tolerate slavery and human trafficking within our supply chains. For example, if we find evidence of a failure to comply with our policies, we will immediately seek to terminate our relationship with the relevant supplier.

We invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. Through our training programmes, employees are encouraged to identify and report any potential breaches of the organisations anti-slavery and human trafficking policy. Employees are taught the benefits of stringent measures to tackle slavery and human trafficking, as well as the consequences of failing to eradicate slavery and human trafficking from our business and supply chains.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes mthree's slavery and human trafficking statement for the period 1st April 2020 to 31st March 2021.

This statement was approved by the HR Director of M Three Corporate Consulting Limited.



Thomas Seymour
Human Resources Director
M Three Corporate Consulting Limited