

## **Slavery and Human Trafficking statement**

Invenio Business Solutions (Invenio) is required by the Modern Slavery Act 2015 to make an annual public statement of the steps it has taken to ensure that Modern Slavery is not taking place in any of its supply chains and in any part of its business. This statement includes information about its due diligence process in its business and supply chains. This statement pertains to the FY20 (April 2019 - Mar 2020).

Invenio is headquartered in Winnersh Triangle, Wokingham, UK with subsidiaries in USA, India, Mauritius, Fiji, Saudi Arabia, Bahrain, Qatar and UAE. Invenio is a Board of Directors governed organization led by an experienced professional CEO.

Invenio is an SAP Gold Partner and its main service offerings are business consulting and technology services based on SAP solutions and Digital enablement for its customers. The main delivery centres are based in India with smaller teams in other locations. Our consultants travel to customer locations in UK, Saudi Arabia, Qatar, Bahrain and Fiji.

Invenio considers Modern slavery as unethical and criminal, including all aspects of

- Human trafficking
- Forced work through physical or mental threat
- Servitude
- Constrained or restricted freedom of movement for the workforce

Invenio fully appreciates and abides by the UK Modern Slavery Act 2015 in letter and spirit. Invenio acknowledges its responsibilities in this relation and commits to complying with all the provisions of the Act. Invenio understands the requirement and its obligations to continuously monitor and review its internal practices in relation to its workforce and its supply chain for workforce.

Invenio ensures to review and hire employees after proper due diligence in all regions it operates in. The compensation paid and the employment terms in every region is compliant with the local labour laws like minimum wages, child labour, retiral benefits, health benefits, vacation time, equal opportunities, etc. Compensation of our employees is benchmarked with the industry best practices and trends in the region. Invenio also does due diligence of partners before entering into formal working relationship to ensure that the partner/ supply chain is clear about modern slavery and human trafficking and does not involve itself in any such aspects. Workforce is largely Full-time-employees with contract workforce comprising a

meagre 4% of the overall size. Modern slavery is an absolutely non-negotiable aspect of Invenio's working framework and workforce management.

Invenio considers its exposure to slavery/ human trafficking to be non-existent. It has not, to the best of its knowledge conducted any business with another organization/ partner which has been found to have involved itself with modern slavery.

Invenio has a Slavery Compliance Officer (Flt Lt Bipin Pendyala, CHRO & CSO), to whom all concerns regarding modern slavery can be addressed, and who will then undertake relevant action in line with the organization's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed each financial year.

Date of approval: 15 Jun 2020



(Arun Bala)

CEO

Date: 26 Jun 2020