

Modern Slavery Policy



Policy Statement

Prodeo Ltd ("the Company") is committed to preventing modern slavery and human trafficking in all areas of its business and supply chains. We recognise our responsibility to ensure that our business activities, both directly and through our partners, do not contribute to or condone any form of modern slavery, forced labour, or human trafficking.

Purpose

This policy outlines our commitment to ethical business practices and to the identification and prevention of modern slavery within our operations. It applies to all employees, contractors, suppliers, and any other business partners associated with Prodeo Ltd.

Scope

This policy applies to all areas of Prodeo Ltd's business, including:

- **Direct Operations:** Our internal operations, including employee hiring and management practices.
- **Supply Chains:** The procurement of goods and services used in the development, marketing, and distribution of our software products.

Definition of Modern Slavery

Modern slavery encompasses slavery, servitude, human trafficking, and forced labour. It is a violation of fundamental human rights, and it exists in various forms such as forced labour, child labour, domestic servitude, and human trafficking.

Our Commitments

1. Risk Assessment and Due Diligence:

- Prodeo Ltd will regularly assess the risks of modern slavery in its operations and supply chains.
- We will conduct due diligence on suppliers and partners to ensure they adhere to our values and standards on modern slavery.
- Contracts with suppliers and partners will include clauses requiring compliance with modern slavery laws and this policy.

2. Training and Awareness:

- All employees will receive training to raise awareness of modern slavery, how to identify signs of it, and how to report concerns.
- We will ensure that all relevant personnel involved in procurement and supply chain management are knowledgeable about modern slavery risks and mitigation strategies.

3. Reporting and Whistleblowing:

- **Prodeo Ltd encourages employees, suppliers, and other stakeholders to report any concerns about modern slavery within our business or supply chains.**
- **Reports can be made confidentially via our whistleblowing policy. All reports will be taken seriously and investigated thoroughly.**

4. Monitoring and Review:

- **This policy will be reviewed annually to ensure it remains effective and up-to-date.**
- **Prodeo Ltd will monitor the effectiveness of the steps we have taken to prevent modern slavery, including the implementation of this policy.**

5. Non-Compliance:

- **Prodeo Ltd has a zero-tolerance approach to modern slavery. Non-compliance with this policy by any employee, supplier, or partner will lead to appropriate actions, including termination of contracts and partnerships where necessary.**

Responsibility for the Policy

The board of directors of Prodeo Ltd has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

Management at all levels is responsible for ensuring those reporting to them understand and comply with this policy.

Policy Implementation

This policy will be communicated to all employees, suppliers, and business partners. It will be available on the Company's intranet and website for reference.

Review

This Modern Slavery Policy is effective from 1 January 2024 and will be reviewed annually or as required by changes in legislation or company operations.

Approved by:

**Mike Brennan
Director
Prodeo Ltd
2024**

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This policy sets the foundation for Prodeo Ltd's commitment to preventing modern slavery in all aspects of our business operations and supply chain management.
