

# Modern Slavery Statement

## Financial Year Ending 2026

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps taken by Infomentum during the financial year ending April 2026 to prevent modern slavery and human trafficking in our business and supply chains.

---

## 1. Our Organisation

Infomentum is a UK-based technology consultancy specialising in digital transformation and enterprise technology solutions. We help organisations design, implement and optimise solutions powered by Salesforce to improve operational efficiency, enhance customer and citizen engagement and deliver measurable business outcomes. We operate primarily within the United Kingdom and work with a range of clients, partners and suppliers in delivering our services.

---

## 1. Our Organisation and Supply Chains

Infomentum is a UK-based technology consultancy specialising in digital transformation and enterprise technology solutions. We provide advisory, implementation, integration and managed services to public and private sector organisations.

Our operations are primarily professional services-based, with employees and approved associates delivering consultancy services. Our supply chain is limited and typically consists of:

- Technology partners and software vendors.
- Specialist subcontractors and associates.
- Professional services providers.
- Office and operational service providers

Given the nature of our services, we assess the inherent risk of modern slavery within our direct operations as low. However, we recognise that risks can exist within wider supply chains and remain committed to vigilance and continuous improvement.

---

## 2. Our Commitment

Infomentum maintains a zero-tolerance approach to slavery, servitude, forced or compulsory labour, and human trafficking.

We are committed to:

- Acting ethically and with integrity in all business relationships.
- Implementing and enforcing effective systems and controls to prevent modern slavery.
- Ensuring transparency within our organisation and supply chain.

We do not enter into business with any organisation, in the United Kingdom or abroad, which knowingly supports or is found to be involved in slavery, servitude or forced labour.

---

### **3. Policies and Governance Framework**

Our commitment is supported by established internal policies and procedures, including:

#### **HR14 - Ethical Policy (v1.6)**

This policy confirms our commitment to the principles of the Modern Slavery Act 2015, ethical business conduct, anti-bribery safeguards, and responsible supplier relationships. It includes:

- Explicit commitment to abolishing modern slavery and human trafficking.
- Recruitment safeguards to ensure all employees have the legal right to work in the UK.
- Supplier screening through an approved supplier list (PSL) process.

#### **HR13 - Equality and Diversity Policy**

This policy reinforces our commitment to:

- Equal opportunities and non-discriminatory employment practices.
- Fair recruitment, progression and remuneration.
- A respectful and inclusive working environment.

#### **Responsible Procurement & Commissioning - Supplier Charter**

Our Supplier Charter sets clear expectations regarding:

- Ethical employment and working conditions.
- Compliance with the Modern Slavery Act 2015.
- Responsible supply chain management.

- Fair payment practices.

## Supplier Assurance and Declarations

As part of procurement and contract processes, we complete formal Modern Slavery & Human Trafficking Declarations confirming:

- Non-use of forced, bonded or child labour.
- Compliance with applicable anti-slavery legislation.
- Commitment to due diligence within our supply chain.

These documents form part of our governance and assurance framework.

---

## 4. Due Diligence Processes

We apply proportionate due diligence measures, including:

- Supplier assessment prior to engagement.
- Use of approved supplier lists.
- Inclusion of modern slavery clauses in client and supplier contracts.
- Review of supplier alignment with ethical and human rights standards.

Where appropriate, we require suppliers and subcontractors to confirm compliance with the Modern Slavery Act 2015 and related legislation.

---

## 5. Risk Assessment and Management

We assess our overall risk exposure as low due to:

- The professional services nature of our operations.
- UK-based workforce and recruitment controls.
- Limited and established supply chains.

However, we monitor risks associated with:

- Use of subcontractors and associates.
- Overseas suppliers (where applicable).
- New supplier onboarding.

If any concerns were to arise, we would take appropriate remedial action, including termination of supplier relationships where necessary.

---

## 6. Effectiveness and Monitoring

We measure the effectiveness of our approach through:

- Ongoing review of supplier relationships.
- Confirmation of compliance in tender and contract documentation.
- Internal review of recruitment and right-to-work procedures.
- Board-level oversight of ethical and compliance matters.

No instances of modern slavery or human trafficking were identified within our operations or supply chain during the reporting period.

---

## 7. Training and Awareness

We promote awareness of ethical conduct and human rights obligations within the organisation. Employees are expected to uphold our Ethical Policy and raise concerns regarding any suspected misconduct.

We maintain an open culture where concerns can be reported without fear of retaliation.

---

## 8. Continuous Improvement

Infomentum is committed to reviewing and strengthening its approach to preventing modern slavery as the business grows. We will continue to assess our supply chain, enhance due diligence where appropriate, and ensure our policies remain proportionate and effective.

---

## Approval

This statement has been approved by the Board of Directors of Infomentum.

Daniel Shepherd, Vikram Setia, Marta Monteiro, Natalia Bazanova