

# Modern Slavery Act 2015 Statement

For Financial Year ending 31 March 2025

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Version: 1.0

Created: 15 May 2025

Updated:

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Document control

Name	Role	Date	Comment
Alex Belshaw	Author	15 May 2025	
Adam Millward	Author	23 May 2025	
Nick Wilson	Approver		

Amendment record

Issue status	Version	Date	Actioned by	Description
Draft	Vo.1	15 May 2025	Alex Belshaw	Internal copies for review & authorisation
Draft	Vo.2	23 May 2025	Adam Millward	Legal Team Amendment and Sign Off. Send for review and approval by Nick Wilson
Final	V1.0			Issued

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# Modern Slavery Act 2015 Statement

We are committed to improving our practices to combat slavery and human trafficking.

## 1.1 System C's structure

System Healthcare Limited is a provider of IT services for the health and social care sectors. We are the parent company of Liquidlogic Limited and its Australian subsidiary Liquidlogic Australia Pty limited.

The group has over 750 employees and operates primarily in the United Kingdom (with some customers in Ireland, New Zealand and Australia).

In FY25 the group had an annual turnover of over £108,000,000.

## 1.2 System C's supply chains

Our supply chains include: ICT service providers, hardware suppliers, professional service companies and organisations which provide facilities management-type services.

## 1.3 System C's policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Policy ("Policy") reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

## 1.4 Due diligence processed for slavery and human trafficking

As part of our initiative to identify and mitigate risk we have undertaken a review of the group's businesses and continue to carry out due diligence in respect of our suppliers. We have in place systems to:

- Identify and assess potential risk areas in our group businesses;
- Identify and assess potential high-risk suppliers in our supply chains;
- Mitigate the risk of slavery and human trafficking occurring in our supply chains;
- Monitor potential risk areas in our supply chains;
- Protect whistle blowers.

## 1.5 Areas where the risk of Modern Slavery is highest

We have identified that the part of our business/supply chain which is at the highest risk from Modern Slavery is limited to suppliers providing facilities management type services (cleaning and maintenance), catering services and accommodation (hotels). We estimate that potentially high-risk suppliers make up less than 8% of the Suppliers in System C's supply chain. In addition, none of these suppliers have been identified as being high risk.

We are mindful of the operations of Harman International in India, however the services they provide are software development subject to the same quality management systems as

System C (ISO:9001 and ISO:27001) and are typically undertaken by highly skilled staff with university degrees.

## 1.6 Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain mapping (for Tier 1 suppliers) and a compliance programme. This consists of an annual review of all Tier 1 suppliers that System C has engaged with in the previous 12 months and a supplier registration process which includes questions specifically targeted at preventing slavery and human trafficking.

## 1.7 Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we require all new employees read our Policy and we provide annual mandatory training to all employees in accordance with our Anti-slavery policy.

## 1.8 Our effectiveness in combating slavery and human trafficking

We continue to use key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains. These include:

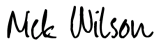
- the number employees who complete the annual mandatory Modern Slavery training in accordance with our Anti-slavery policy (as a percentage of all such employees);
- the number of new suppliers that complete new supplier registration forms (as a percentage of all new suppliers);
- the number of suppliers assessed as potentially high-risk (as a percentage of all suppliers);
- the number of high-risk suppliers that we monitor/take action against (as a percentage of all high-risk suppliers).

## 1.9 Further steps

System C completed the Government's Modern Slavery Assessment Tool which provides recommendations to further combat Modern Slavery within the System C group and supply chain. System C has implemented several of these recommendations and has a plan in place to implement the remainder applicable over the course of this financial year, in addition to existing monitoring and due diligence. This includes:

- From June 2025 new suppliers will be provided with a link to the Policy in the new supplier registration form and must confirm that they have read the Policy.
- Annual supply chain mapping.
- Including help and reporting resources within the Policy.
- Risk assessment of purchasing practices having regard to potential impact on Modern Slavery.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 March 2025.

DocuSigned by:  
  
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Chief Executive  
for and on behalf of System C Healthcare Limited

Dated: 23/5/2025