

## Checkit Modern Slavery Statement

### Introduction

This Checkit Plc and subsidiaries' (Checkit) Modern Slavery Statement is made pursuant to section 54 of the Modern Slavery Act 2015 (the Act) and was approved by the Checkit Plc board of directors on 23 February 2021. All Checkit Group companies rely upon this statement, where necessary, for satisfying the requirements of the Act. Checkit is a champion of human rights, and we are constantly looking to further our efforts in this area.

### Our organisation

Checkit is a Software as a Service (SaaS) company which provides operations management systems and associated products to a variety of sectors. Checkit's solutions include::

- A connected workflow management platform;
- Automated monitoring to manage asset performance; and
- A building and energy management (BEMS) platform.

As at 31 January 2021, Checkit had approximately 200 members of staff across all offices, and had annual revenue of approximately £13.2m.

### Policies in relation to slavery and human trafficking

Checkit has several internal policies which protect human rights, all of which are contained in the Employee Handbook. These policies signify the firm stance Checkit takes against modern slavery and human trafficking, and state how an employee can raise any concerns.

All such concerns around human rights, forced labour, exploitation, or human trafficking should be reported to management, and the board shall investigate any such concern. Alternatively, any concern can be raised with the HR Department. Checkit understands the importance everyone in our organisation places on human rights, and therefore participation and protection at all levels of the organisation is paramount.

### Communication on slavery and human trafficking

As part of every employee induction, we identify our ethical stance against modern slavery and human trafficking in our supply chain, and highlight the relevant policies in the Employee Handbook. All current employees are aware of our stance on this issue, and have easy access to all of our relevant HR policies.

### Actions taken in the past financial year

In the past financial year we have initiated the following with the aim of ensuring that slavery and human trafficking are not taking place in any part of our business or our supply chains:

A review and update of the Employee Handbook, and all HR policies contained therein, to clearly state our commitment to human rights and detail how any employee can report in confidence any concerns of malpractice.

### Expectations of suppliers

We expect our suppliers to uphold and advocate the same commitment to human rights that we do. This extends to, and beyond, modern slavery and human trafficking. Any supplier who is found to not be upholding these same principles will be reviewed and, ultimately, replaced if they do not modify their behaviour.

### Checkit's Commitment

We shall continue to monitor, review, and evolve our approach to modern slavery and human trafficking, as our knowledge of the risks presented by our business activities and suppliers deepens, and in line with guidance published by the UK government.

### Approved by the Board

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Checkit Plc (and subsidiary companies)'s Modern Slavery Statement for the financial year ended 31 January 2021.



Keith Daley  
Executive Chairman