

## **BOARD M.I.T LIMITED**

### **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

#### **INTRODUCTION FROM THE CEO**

Board M.I.T. Limited's approach to human rights, including the prevention of modern slavery, builds on the dignity of every human being and on the company responsibility to contribute to the well-being of individuals and communities surrounding its business activities. It continues to be a priority for Board M.I.T Limited to ensure that we trade ethically and source responsibly.

This statement highlights the key activities we have undertaken during this financial year and our commitment to prevent and combat modern slavery and human trafficking in our organization and supply chain.

#### **ORGANISATION'S STRUCTURE**

We are a part of the Board Group (hereinafter the "**Group**" or "**Board**"), the parent company of which is Board International SA based in Chiasso, Switzerland.

We have over 98 employees and are based in the UK, with our head office in 1 Lloyd's Ave, London EC3N 3DS.

#### **OUR BUSINESS**

Board, founded in 1994, provides a software to support the decision-making processes of any corporate function and industrial sector. Board offers its all-in-one platform both on premise and as a Software-as-a-service (SaaS), unifying in a single software platform the functions of modelling and analysis of data typical of "Business intelligence", Planning and Predictive Analytics. The SaaS solution is flexible, scalable and secure, and it is backed by Microsoft Azure.

#### **OUR SUPPLY CHAINS**

Our supply chains include primarily:

- data centres that host our platform and other SaaS (software as a service) providers
- professional service companies such as lawyers, accountants and business partners
- suppliers who enable us to operate our facilities such as waste disposal, utilities.

#### **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

We have appropriate policies in place that underpin our commitment to respect and promote human rights, acting ethically in all of our business relationships and ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. In particular:

- *Our Code of Conduct and Ethics*: it reflects Board's values and principles in observing and demonstrating highest standard of integrity. It set out the main values that guide the Group actions and contains effective rules of behaviors which we expect to be respect from our employees and third parties.

- *Supplier Code of Conduct*: it describes Board's expectations on how its Suppliers conduct business, acting in compliance with laws, international human and ethical standards.
- *Antislavery and Human trafficking policy*: it reflects our commitment to act ethically and with transparency in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.
- *Diversity, Equity and Inclusion policy*: it reflects our commitment to ensuring a work environment free from any form of discrimination or abuse, by establishing working relationships characterized by fairness, equality, non-discrimination and attention and respect for the dignity and human right of each individual.
- *Whistleblowing policy*: we encourage all our employee to report any potential wrongdoing which extends to human rights violations like modern slavery and human trafficking.

## **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our internal initiative to identify and mitigate risk, a due diligence process was established among our key suppliers to ensure that we and they maintain supply chains in compliance with all laws and regulations. Our suppliers are evaluated on respecting human rights. Our due diligence questionnaires covered key issues on applicable codes, practices and policies in place within our suppliers to identify and combat any risks of modern slavery, human trafficking and in general forced labour.

As part of our initiative to mitigate risk we require our supplier to acknowledge and comply with our Code of Conduct and Ethics and our Supplier Code of Conduct.

In line with our values and commitments we confirm that we would take all appropriate steps to identify, investigate and correct any report of potential incidents of modern slavery occurring in our operations or supply chain.

We would work with supplier to achieve these goals and if no progress will be possible, we would take measures to cease its ties with the breaching supplier or sub-supplier.

## **SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS**

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values and ethics we have in place the following measures:

- We request our Supplier to comply with our Code of Conduct and Ethics and our Supplier code of conduct;
- We have a dedicated team that manage compliance, which consists of:
  - a) Compliance
  - b) Legal
  - c) Procurement

## **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and in our business, we are in the process to provide training to all our employees.

## **OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING**

In our business or supply chains, we measure the effectiveness of alignment with slavery and human trafficking best practices through supplier screening and due diligence audits with dedicated questionnaires.

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 December 2022.

It was approved by the board on 28.07.2023 .

Chief Financial Officer and Director of Board MIT Limited

DocuSigned by:  
*Paul Smith*  
4BA8335DE81847B...

Board M.I.T. Limited

Date: 28.07.2023