



Modern Slavery Policy Statement

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Document Control

Document Overview

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Document Approval

The Chief Operating Officer shall review this policy annually and shall determine whether any further changes need to be made prior to approval. Initial release and significant changes require approval from the board.

Document History

| Date of Change | Summary of Change | New Version Number | Changes to be notified to: |
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| 24/02/25 | Formal review and update with COO | V2.0 | COO |
| 19/03/26 | Annual Review - no changes | V2.0 | COO |
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Document Approval

This statement was approved by Andy Mackey, COO on 24th February 2025.



Modern Slavery Policy Statement

Introduction

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 2024.

EPM Limited (EPM) is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero- tolerance towards slavery and require our supply chain to comply with our values.

Our Business

EPM is a long-established provider of HR and Payroll Services and Software to Schools and Academy Trusts.

Purpose

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. EPM is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero- tolerance towards slavery and require our supply chain to comply with our values. We are committed to acting ethically and with integrity and transparency in all business dealings and to implement and enforce effective systems and controls to ensure that modern slavery and human trafficking play no part in our company or our supply chain.

Supply Chain

Our supply chains include, but are not limited to, software and hardware providers, stationary suppliers, employment agencies and maintenance services. We have reviewed the risks that these supply chains can present and continue to review them to ensure that we minimise any potential risk. We expect our suppliers and contractors to demonstrate a zero toleration to exploitation.

Taking Action

As part of our procurement process, we will only engage with suppliers and contractors who confirm their compliance with the Act. We will continue to keep our staff informed and raise awareness of how to recognise and respond to indicators of human rights abuses. We have adapted and re-promoted our existing corporate policies to incorporate modern slavery and human trafficking issues, including our whistleblowing policy that allows employees to report any concerns confidentially.

Approval for this statement

The Chief Operating officer is the owner of this document and is responsible for ensuring that this policy is reviewed in line with new legislation or directives.

This Policy was approved by the Andy Mackey COO on 24th February 2025 and is issued on a version-controlled basis under his signature.