

# Statement on Slavery and Human Trafficking

This statement has been published by Akoni Technologies Ltd. in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Akoni Technologies to prevent modern slavery and human trafficking throughout its business during the financial year ending on or after 1 April 2021.

## Introduction

Modern Slavery, includes slavery, servitude, forced and compulsory labour, human trafficking and human exploitation.

Akoni Technologies Ltd is committed to improving practices to combat modern slavery and human trafficking. We have a zero-tolerance approach to modern slavery within our operations and strive to act ethically and with integrity to ensure modern slavery is not taking place in any part of our organisation or any of his supply chain.

## Organisational Structure

Akoni Technologies is a consulting firm focusing on Integration, Automation, Software Development, Content Server Setup, DevOps, Cloud Solutions & ERP Implementation. We truly believe in 'One shoe does not fit all' and our aim is to better understand the requirements of every client thereby drafting a tailored strategy for them to automate their business processes to utilize their resources to achieve more. We operate from UK office to provide our services across the globe.

## Our Policies

Our organisation operates the following that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations: -

- Not to directly support any organization, initiative or activity that causes, promotes or contributes to modern slavery or human trafficking.
- Not to engage, contract or work with any entity or organization that causes, promotes or contributes to modern slavery or human trafficking.
- To ensure any victims have access to remediation and justice.
- To maintain risk-assessed and transparent supply chains.
- To publish and maintain our Statement on compliance with the requirements of MSA 2015.
- To remain aligned and co-operate with activities of the UK Anti-Slavery Commissioner.

### **Whistleblowing policy**

The organization encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organization. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organization's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.

### **Business Ethics Policy**

The organization makes clear to employees the actions and behavior expected of them when representing the organization. The organization strives to maintain the highest standards of employee conduct and ethical behavior when operating and managing its supply chain.

### **Supplier/Procurement agreements**

The organization is committed to ensuring that its suppliers adhere to the Modern Slavery Act. Suppliers are required to demonstrate that they provide safe working conditions where necessary. Serious violations of the organization's supplier code of conduct will lead to the termination of the business relationship.

## Agency workers agreements

The organization uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

## Due Diligence

The organization undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The organization's due diligence and reviews include:

- Reviewing on a regular basis subcontract terms and conditions
- Completion of Supplier Enlistment Form
- List of Approved Vendors
- Compliance of HMRC and Immigration regulations for all UK based workers

## Training and Awareness

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant staff as part of their induction and provide refresher training as appropriate.

The organization will also raise awareness of modern slavery issues to staff, via the team briefing cascade and provide guidance on basic principles of the Modern Slavery Act 2015.

## Board Approval

This statement has been approved by the organisation's board of directors, who will review and update it annually.