

Esri UK Slavery and Human Trafficking Statement

This ESRI (UK) Limited (“Esri UK”) Slavery and Human Trafficking Statement (“Statement”) is made pursuant to the Modern Slavery Act 2015 and relates to the financial year 01.01.2016 to 31.12.2016 (“Financial Year”).

This Statement covers the activities of Esri UK. It sets out the steps Esri UK has taken prior to, or will take during, the Financial Year to ensure that slavery and human trafficking is not taking place in either any of Esri UK’s supply chains or in any part of Esri UK’s business.

Esri UK’s organisational structure, business and supply chains

Esri UK is a privately owned company which provides Geographic Information Systems and solutions to a wide range of customers. Esri UK’s business activities include distributing third party product, computer programming, undertaking professional consultancy services, training and support.

Esri UK is the authorised distributor of Esri Inc. (Environmental Systems Research Institute, Inc., located in California, USA) technology for the market territory of the United Kingdom and Ireland.

Esri UK’s supply chain is primarily comprised of organisations within the USA or Europe. Esri UK’s activities are primarily undertaken in the United Kingdom and Ireland, or in Europe. Esri UK does not normally operate directly outside of these countries.

Esri UK’s Policy in relation to slavery and human trafficking

Esri UK Policy in relation to Slavery and Human Trafficking (the “Policy”):

Esri UK does not permit, condone or otherwise accept any form of slavery and/or human trafficking (as defined in the Modern Slavery Act 2015) either by its employees, subcontractors, contractors, agents, partners or any other organisation, entity, body, business or individual with whom Esri UK engages or does business (“Associated Party”).

Esri UK is committed to preventing any form of slavery and/or human trafficking in its activities and to ensure that its Associated Parties are free from any form of slavery and/or human trafficking.

In the event that Esri UK suspects any slavery and human trafficking by an Associated Party, Esri UK reserves the right to: report such suspicions, provide appropriate information to the relevant authorities, and to suspend or terminate any associated engagement, business arrangement or contract.

Each Associated Party is required to: put in place suitable management policies / system(s) for ensuring compliance with the Policy; extend the principles set out in this Policy to those engaged or acting on the Associated Party’s behalf, including contractors; and to permit Esri UK to audit its compliance with the Policy, including making records available to Esri UK to demonstrate compliance with the Policy.

Esri UK's due diligence processes in relation to slavery and human trafficking in its business and supply chains

In order to ensure that no slavery or human trafficking is taking place within its supply chain, Esri UK shall:

Incorporate the Policy into Esri UK's Business Conduct Principles for suppliers, subcontractors and partners ("Business Conduct Principles").

Publish the Policy on the Esri UK website for public access.

Publish the Business Conduct Principles on the Esri UK website for reference.

Incorporate the Business Conduct Principles and thereby the Policy into the Esri UK Purchasing Terms.

Include an acceptance condition in the Esri UK supplier pre-approval questionnaire that suppliers will abide by the Policy.

The parts of Esri UK's business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps Esri UK has taken to assess and manage that risk

Suppliers and subcontractors: there may be a risk of slavery and/or human trafficking through organisations with whom Esri UK contracts for the supply of products or services, or through organisations with whom Esri UK subcontracts work to or partners with.

The appointment of suppliers and subcontractors is subject to careful due diligence to ensure that there is no perceivable risk of slavery and/or human trafficking. Esri UK engages only with reputable suppliers or parties that do not engage in any form of slavery and/or human trafficking.

All such parties are also expected to adhere to Esri UK's Business Conduct Principles, which is incorporated into the process for being appointed as such and/or the relevant contractual relationship.

Esri UK avoids contracting with suppliers or subcontractors which are located within geographical areas where slavery and/or human trafficking are a risk. In the event that Esri UK contracts with suppliers or subcontractors outside of the United Kingdom, it shall assess the supplier/subcontractor and the relevant geographic area on a case by case basis, undertaking any necessary due diligence in accordance with the paragraph below.

Esri UK does not permit its suppliers to subcontract work or to supply products from any third party, save where Esri UK's prior permission is first obtained. In such a situation, Esri UK would undertake its own due diligence on that third party and seek to ensure that the supplier also undertakes adequate due diligence to ensure that there is no risk of slavery and/or human trafficking

The Esri UK Compliance Manager shall be responsible for any compliance matters set out in this Statement and Policy, for ensuring due diligence and for undertaking audits. The Esri UK HR Team is responsible for ownership of this Statement and Policy, including ensuring that it is up-to-date.

Esri UK's effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate

The effectiveness of ensuring that slavery and human trafficking is not taking place in Esri UK's business or supply chains shall be assessed by application of the following key performance indicators:

- To raise awareness of slavery and human trafficking by bringing the contents of the Statement and Policy to the attention of all staff, by publishing it under 'Company Policies' on the internal portal and providing a formal notice to it on the internal portal home page. [Date required: within 28 days of Statement / Policy adoption, and in any event no later than 01 April 2016.]
- Require all staff that are to work in countries where slavery and human trafficking is a risk to complete training on preventing slavery and human trafficking. [Date required: as and when applicable.]
- Require staff (HR Team) that induct new employees to introduce employees to the Statement and Policy. [Date required: ongoing throughout the year.]
- Incorporate supplier adherence to the Esri UK Policy and the Business Conduct Principles within Esri UK's supplier appointment process. [Date required: within 28 days of Statement / Policy adoption, and in any event no later than 01 April 2016.]
- Review all existing supply chains. [Date required: within 3 months of Statement / Policy adoption, and in any event no later than 01 June 2016.]

Esri UK training about slavery and human trafficking available to its staff

Visibility of the Statement and Policy on the internal staff portal.

Communication to staff to read the Statement and Policy.

Annual reminder to ensure that staff are familiar with the Statement and Policy.

New staff to be introduced to slavery and human trafficking as part of their induction.

Specific training to be provided to any staff who are required to work in countries where slavery and human trafficking is deemed to be a significant risk.

This statement has been approved by the Esri UK board of directors.

Signed  Managing Director