

## Modern slavery statement

eGOV Solutions LTD has taken steps to ensure that slavery and human trafficking is not taking place in any part of our business. This statement is only in relation to eGOV Solutions LTD and its business, not the business of its member firms (as further explained below). References to “our people” only refers to those individuals working on behalf of eGOV Solutions LTD.

In accordance with Section 54, Part 6 of the Modern Slavery Act 2015 (the Act), this statement sets out the steps that eGOV Solutions LTD has taken to ensure that slavery and human trafficking is not taking place in any part of our business.

This statement is in respect of eGOV Solutions LTD financial year ended 31 December 2023 and was approved by the eGOV Solutions LTD Board of Governors on 18 April 2024.

### What is modern slavery?

Modern slavery is an international crime, affecting millions of people around the world - a growing global issue that transcends age, gender and ethnicities. Sadly, vulnerable people from overseas as well as across the UK, are forced to work illegally against their will across many different sectors from agriculture, construction, hospitality, retail, manufacturing, and more.

### Our organisation structure

eGOV Solutions LTD is a private company limited by guarantee, incorporated in England and Wales. eGOV Solutions Ltd was established in 2018 and has continued supporting local authorities for the Personal Education Plan for Looked After Children. We support Local Authorities, Virtual Schools, Education Services, Social Services and Children’s and Families’ Departments with meeting their statutory obligations with regards to monitoring Looked After Children, Vulnerable Children, SEND Children, Children with an EHCP and Children in Need.

Our business largely uses professionally qualified people employed directly by eGOV Solutions LTD. Our people policies ensure fair treatment of our people around the UK.

Our external suppliers are all UK based companies in low-risk sectors (such as professional services) as well as suppliers in the social care sectors, which are potentially higher risk.

### Our policies in relation to slavery and human trafficking

eGOV Solutions LTD has established a zero-tolerance position on violations to the UK’s anti-human trafficking and anti-modern slavery laws. If we find breaches of these laws within our company, we will look to support authorities in their efforts to comply with the legislation.

Our CLEARR values of Collaboration, Leadership, Excellence, Agility, Respect, and Responsibility, are the pillars of our culture. They embody everything that we do at eGOV Solutions LTD and how we do business. They outline the expectation of our people’s behaviour with colleagues and vendors.

We seek to treat everyone fairly and consistently, creating a workplace and business environment that is open, transparent and trusted. Our policies and procedures relating to the Modern Slavery Act are in line with our culture and values.

## **Our specific procedures to address modern slavery risk include:**

- A 'Modern slavery policy' for our people, which sets out the key issues and how we should respond including a process for raising concerns internally
- An ethics hotline that allows for anonymous reports to be submitted by our people.
- A process for handling complaints raised by people outside of eGOV Solutions LTD.
- Employment policies that protect our people from unfair treatment and promote a fair and inclusive workplace
- Robust recruitment processes in line with relevant employment laws
- Market-related pay and rewards reviewed annually
- Wellbeing strategy and initiatives to support our people's physical and mental wellbeing and lifestyle choice
- A 'Procurement policy' for how we deal with suppliers and a 'Supplier code of conduct' making clear the standards we expect.

## **Due diligence processes, risk assessment and management**

The implementation of our policies and procedures includes due diligence on suppliers that we engage with, in accordance with our procurement policy. A heightened risk area is the use of hotel and conference facilities. To mitigate against this risk, we assess the companies that we deal with as part of the decision-making process for events.

## **Key performance indicators to measure effectiveness of steps being taken**

We log complaints received via our ethics hotline system or through other sources, together with the actions taken. To the date of this statement, eGOV Solutions LTD has had no identified instances of modern slavery.

## **Training on modern slavery and trafficking**

eGOV Solutions LTD provides periodic training to our people on the subject of modern slavery and our policies to address the risks to help increase education and awareness.

eGOV Solutions LTD takes responsibility for this Statement and its related objectives and will review and update it in accordance with The Act. Updated 18 April 2024

Gary Daniels



Managing Director  
eGOV Solutions LTD