

Endava's

 Modern Slavery Statement

2024

This statement has been published in accordance with the Modern Slavery Act 2015 by Endava plc for and on behalf of its UK subsidiaries. This statement sets out Endava's commitment to prevent modern slavery and human trafficking within its business and supply chains.



Our business

Endava is a next-generation technology services provider delivering IT strategy, digital solutions, and software development. Endava provides implementation support and management to some of the world's leading companies in the payments; banking and asset and wealth management; insurance; technology; media and telecommunications; retail and consumer goods; healthcare; and mobility industries, helping them to evolve and transform their businesses. Endava has built a foundation of industry expertise, engineering excellence and nearshore delivery. We provide services from our locations in European Union countries (Austria, Bulgaria, Croatia, Denmark, Germany, Ireland, the Netherlands, Poland, Romania, Slovenia and Sweden), non-European Union countries (Bosnia & Herzegovina, Moldova, North Macedonia, Serbia, Switzerland and the United Kingdom), Latin America (Argentina, Colombia, Mexico and Uruguay), Asia-Pacific (Australia, Malaysia, Singapore and Vietnam), North America (Canada and the United States), and the Middle East (United Arab Emirates). Endava is committed to delivering services to an excellent standard and supporting our clients from initial idea through to production, to enable them to provide products and services to their clients and customers.



Our stance on modern slavery

Endava has a zero-tolerance policy towards slavery and human trafficking and is committed to making sure that there is no human trafficking or modern slavery in any part of our business and our supply chain. It is vitally important to Endava that our people work in safe and appropriate environments, adopting a standard that meets or exceeds local legal requirements. We make every effort to act ethically and with integrity in all our business relationships. If employees have concerns about how we conduct our business, we have a Whistleblower Policy where concerns and breaches can be reported in strict confidence. Employees can also report concerns directly to our Compliance Officer at integrity.officer@endava.com. We call on organisations and suppliers we engage with to influence their global supply chains by improving transparency and accountability.



Employees

We have a long-standing policy that we do not use or accept forced, bonded or involuntary prison labour or child labour. We do not demand deposits from employees or hold onto our workers' identity papers, or work with businesses that do so. We only work with people who choose to work freely, and we respect the right to equal opportunity, freedom of association, and collective bargaining. Our working practices respect and uphold all human rights, and we develop our employees through training and development programs.

Supply Chains

Our supply chains include a network of suppliers across different countries which mainly include goods and services for use in an office and IT environment. We recognise that there is complexity in the supply chain that extends beyond our immediate suppliers and that the supply chain is likely to have a global reach. We have several Group policies and procedures that reflect our commitment to operating fairly, ethically and responsibly as a business (including our Procurement Policy, Anti-Bribery Policy and Code of Business Conduct and Ethics). All new suppliers with expected annual spend greater than £100K are required to sign up to Endava's Supplier Code of Conduct and respond to a Modern Slavery Questionnaire. They are also subject to screening - legal/ethics checks, credit checks and sanctions checks. These checks are then repeated annually. We aim to work with suppliers that hold similar values to us. We will cease to engage with current or prospective suppliers who do not comply with the Modern Slavery Act 2015, or any other similar regulation under a different jurisdiction in which we operate. We have not discovered modern slavery in any of our largest supplier organizations in the last financial year.

Training

Endava conducts annual training for its Code of Business Conduct and Ethics which provides a guide on how to tackle workplace scenarios from an ethical perspective and builds awareness of modern slavery risks. Last year 99 % of active¹ Endavans successfully completed the e-Learning course for the Code of Business Conduct and Ethics. Additional training is provided to internal stakeholders who are more involved in making higher value purchases of goods and services.

¹Endava personal with access to internal systems active on May 1st, 2023, and June 30th, 2023.

John Cotterell

Chief Executive Officer, Endava plc

Signed following Board approvals in February 2024



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