

Endava's

 Modern Slavery Statement

2023

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 an IT services firm delivering IT strategy, digital solutions, and software development. Endava provides implementation support and management to some of the world's leading Finance, Insurance, Telecommunications, Media, Technology, Retail and Travel companies helping them to evolve and transform their businesses. Endava has built a foundation of industry expertise, engineering excellence and nearshore delivery. Endava has offices across Western and Central Europe, North America, Latin America and the AsiaPacific. 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 important to Endava that our people work in clean, safe and appropriate environments in keeping with 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](mailto: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 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 there is complexity in the supply chains that extends beyond our immediate suppliers and that their supply chain is likely to have 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 asked to sign up to Endava's Supplier Code of Conduct and to answer 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 are keen to work with suppliers that hold similar values to us.

## Training

Endava conducts annual training campaigns 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 Endavans successfully completed the e-Learning course for the Code of Business Conduct and Ethics.

## Further steps

We have identified areas where we can continue to ensure the risk of modern slavery and human trafficking is reduced within our supply chain. We will be implementing the following steps in this financial year:

- We will continue to check our suppliers with expected annual spend higher than £100K and extend our checks to suppliers with expected annual spend below £100K in certain jurisdictions where the risk of modern slavery and human trafficking is considered higher.
- We will continue to provide training and awareness to relevant internal stakeholders and extend our efforts within our supply chain for commodities where the risk of modern slavery and human trafficking is considered higher.
- We will cease to engage with current or prospective suppliers who do not comply with the Modern Slavery Act 2015, or any other applicable regulation under a different jurisdiction in which we operate.

**John Cotterell**

Chief Executive Officer, Endava plc

Signed following Board approvals on 3<sup>rd</sup> May 2023



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