

Corporate Policies

MODERN SLAVERY STATEMENT (2024)

1. INTRODUCTION

This statement describes the steps taken by Clarity during the 2023/24 financial year to ensure that slavery and human trafficking is not taking place in any part of our own business or our supply chains.

2. ORGANISATION STRUCTURE AND SUPPLY CHAINS

Clarity's Managing Director holds ultimate responsibility for ensuring slavery and human trafficking is not taking place in any part of our own business or our supply chains.

Fellow Directors, department heads and functional managers have all been tasked with supporting corporate policy and objectives on modern slavery and human trafficking and they are required to report annually to the Managing Director on their efforts to ensure consistent application of this policy.

As a small business with a focus on corporate software solutions that are developed by our own staff, Clarity's supply chain is limited and, as an ethical business, Clarity only uses respected ethical suppliers.

Clarity's customers are all based in the UK and are evaluated to confirm they are ethical businesses before we accept contracts from new suppliers

3. POLICIES IN RELATION TO SLAVERY AND HUMAN TRAFFICKING

Clarity has zero tolerance for any forms of slavery and human trafficking and we shall take all reasonable steps to ensure this policy is maintained.

4. DUE DILIGENCE PROCESSES

Clarity's Managing Director convenes an annual review where fellow Directors, department heads and functional managers are required to report on steps taken to ensure modern slavery and human trafficking has played no part in Clarity's operations or those of our suppliers.

5. RISK ASSESSMENT AND MANAGEMENT

Internal risk assessments, encompassing a wide range of commercial and operational issues, shall be undertaken prior to Clarity embarking on any new business ventures. These assessments shall be used to confirm proposed ventures will not expose the business to practices that could involve modern slavery or human trafficking

6. KEY PERFORMANCE INDICATORS TO MEASURE EFFECTIVENESS OF STEPS BEING TAKEN

Annual reviews shall include an assessment of the following KPIs:

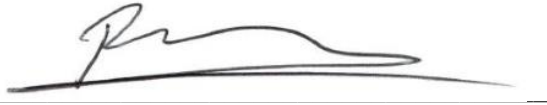
- Provision for equality in recruitment practices.
- Slavery awareness training provided for new recruits.
- Risk assessment outcomes
- Evaluation of new suppliers' slavery and trafficking arrangements
- Evaluation of new customers' slavery and trafficking arrangements

7. TRAINING ON MODERN SLAVERY AND TRAFFICKING

All new recruits shall receive awareness training on modern slavery or human trafficking as part of their induction programme.

8. CORPORATE ENDORSEMENT

This policy is endorsed by Clarity's Managing Director.



4th June, 2024

Paul Leary
Managing Director

Date