

Modern Slavery Act Statement

June 2023

1. Statement of policy

The aim of this policy is to communicate the commitment of Opencast Software that recognises as a commercial organisation it has a moral and social responsibility to take a zero-tolerance approach to modern slavery in all forms.

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

We are committed to preventing slavery and human trafficking in our corporate activities, and to ensuring, as far as we are able, that our supply chains are free from slavery and human trafficking.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors and suppliers.

2. Suppliers

We prohibit the use of modern slavery and human trafficking in our operations and supply chain. We will continue to be committed to ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards and those that do not will be subject to termination of the business relationship.

We will not support or deal with any business knowingly involved in modern slavery.

3. Whistleblowing

Employees or supplier staff who believe that they have suspicions of, or are witnessing any, signs of modern slavery are encouraged to raise the matter with any member of the Opencast Software senior management team.

All such matters will be dealt with seriously, promptly and confidentially.

Opencast Software will not tolerate victimisation of employees or supplier staff who raise such matters. Victimisation will result in disciplinary action and may warrant dismissal or termination of the business relationship.

4. Commitment

Opencast Software's company directors and senior management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources such as training to ensure that modern slavery is not taking place within the organisation and within its supply chains.

This policy statement will be reviewed annually and published.