



Mass Information Systems PLC (Mass).

STATEMENT FOR THE UK MODERN SLAVERY ACT (Section 54) 2015.

Mass is a software solutions integrator and reseller, headquartered in Wokingham, Berkshire.

Mass provides software created by other corporations under formal Partner programs. Mass requires all suppliers to abide by relevant guidelines and laws in the area of employment and resourcing.

Mass and our partners will avoid the 11 indicators that highlight the circumstances where forced labour may be found, as identified by the International Labour Office.

- Abuse of vulnerability
- Deception
- Restriction of movement
- Isolation
- Physical and sexual violence
- Intimidation and threats
- Retention of identity documents
- Withholding of wages
- Debt bondage
- Abusive working and living conditions
- Excessive overtime

Freely Chosen Employment

Employment is an expression of free choice and there is no forced, bonded or involuntary labour. Workers can discontinue employment upon reasonable notice. Mass and our partners partners will not hold or otherwise destroy, conceal, confiscate or deny access by employees to their identity or immigration documents, such as government-issued identification, passports or work permits, unless such actions are required by law.

Child Labour Avoidance

Mass and our partners will not use child labour and partners will adopt procedures to verify and maintain documentation that no workers are younger than the local legal age for completing compulsory education. Partners must follow all applicable local laws, regulations and standards concerning working hours and conditions for all workers. The term "child" refers to any person employed under the age of 15 (or 14 where the law of the country permits), or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest.

Lawful Employment

Mass and our partners will, prior to employing any worker, validate and review all relevant documentation to ensure that such worker has the legal right to work in that jurisdiction.

Non-Discrimination or Harassment

Mass and our partners will not discriminate on the basis of race, color, gender, gender identity or expression, sexual orientation, age, religion, disability, marital status, veteran status, national origin, citizenship, or cultural, religious or personal beliefs.

Freedom of Association

Mass and our partners will respect the legal rights of employees to join or to refrain from joining worker organizations, including trade unions. We each have the right to establish favourable employment conditions and to maintain effective employee communication programs as a means of promoting positive employee relations that make employees view third-party representation as unnecessary.

Safe Conditions

Mass and our partners will provide a safe and hygienic working environment for workers and provide appropriate safety equipment and training.

Working Hours

Mass and our partners will afford workers working hours that comply with applicable laws.

Wage and Benefits

Mass and our partners will provide wages, benefits and overtime pay that comply with all local wage and hour laws and regulations including those relating to minimum wages, overtime hours, piece rates and other elements of compensation, and provide legally mandated benefits.

Knowledge

Mass and our partner will ensure staff have the means to be aware of relevant legislation and changes.

Mass staff will be directed to review the Ethical Trade Initiative [Base Code Guidance](#) and the [ILO Indicators Of Forced Labour](#).



Managing Director