

Modern Slavery Act Transparency Statement

Introduction

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Platio Limited during the year ending 31 December 2017 to prevent modern slavery and human trafficking in its business and supply chains.

Platio is committed to ensuring that our business has no involvement in modern slavery or human trafficking. Modern slavery is a crime and a violation of fundamental human rights. It has various forms, such as slavery, servitude, forced or compulsory labor and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Platio will neither support nor deal with any business knowingly involved in modern slavery or human trafficking.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business.

During 2017 we implemented a Global Conduct Policy signed off at director-level which applies to all staff across Platio, to reflect and enforce our commitment to conduct all our business in an honest and ethical manner. This includes our anti-slavery and human trafficking policy, to implement and enforce systems and controls to ensure slavery and human trafficking is not taking place anywhere in our Company.

Risk assessment

During 2017 we have assessed our business to identify any particular sectors or geographies where a greater risk of modern slavery or human trafficking may occur and have sought to identify what measures are in place to mitigate those risks. For example: our contracts with suppliers for the provision of cleaning services to our offices require the suppliers to comply with all applicable legislation and to meet all regulatory and industry standards in providing the services, and to ensure that sufficient resources are allocated to properly provide the services.

Training and compliance

All staff are required to read and commit to follow our Global Conduct Policy. Members of senior management receive specific face-to-face training on our Global Conduct Policy in order to develop the policy throughout our organization.

Staff training will be undertaken on site and carried out mainly by the Managing Director in a work environment. Platio staff are fully trained on all compliance procedures and this will be reviewed every 3 months. Regular training courses will also be given by the Business Development on site and in live customer situations. Platio will also undertake further product training with our systems, software and trading practices.

Whistleblowing

Our global Compliance Policy includes detailed whistleblowing procedures to enable and encourage employees to express concerns regarding any misconduct or wrongdoing related to our business. This may be done either by raising a concern internally, or anonymously through our external whistleblowing channel or direct mail to compliance@platio.uk. All reports will be investigated and appropriate remedial actions taken. All employees are required to periodically complete an online training module which highlights these procedures.

Our effectiveness in combating slavery and human trafficking

In order to assess the effectiveness of the measures taken by Platio in combatting modern slavery and human trafficking we intend to use the following key performance indicators ("KPIs") and report on them in future statements:

- the proportion of Platio employees who have completed relevant training or have otherwise confirmed in writing their agreement to the relevant policies and procedures described in this statement;
- the percentage of whistle-blowing reports made which related to slavery or human trafficking incidents;
- the remedial actions taken in response to any investigations into reports of modern slavery or human trafficking;
- the number of audits of higher-risk suppliers carried out by our Procurement Services team and any remedial actions taken.

We intend to assess these each year and to consider whether alternative or additional KPIs would be most appropriate in order to measure the effectiveness of our actions.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Platio Group's slavery and human trafficking statement for the financial year ending 31 December 2017.

This statement has been approved by the board of directors of Platio Limited within the scope of section 54(2) of the Modern Slavery Act 2015 and the Modern Slavery Act 2015 (Transparency in Supply Chains) Regulations 2015.