

MIS GROUP

Anti-Slavery & Human Trafficking Statement

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1. Introduction

This statement is made on behalf of MIS Group Holdings (“the Group”) and covering all trading subsidiaries within the MIS Group pursuant to the section 54(1) of the Modern Slavery Act 2015 and comprises our slavery and human trafficking statement.

This is the Group’s first annual statement issued under the Modern Slavery Act 2015 as MIS recognises the moral obligation to publish such a statement. It outlines the steps we have taken as a business to identify and prevent slavery and human trafficking in our own operations and supply chains. We understand our responsibilities and are committed to improving our practices to combat slavery and human trafficking.

2. Our Business

We are the parent company of:

MIS Emergency Systems - the largest 999 Ambulance Command & Dispatch software provider in the UK & Ireland and a prominent supplier to Ambulance Services in Patient Transport Services and 111 Services. www.mis-es.com

MIS Active Management Systems – one of the largest providers of Housing Management Software in the UK & Ireland. www.mis-ams.com

Incline-IT – Cloud services provider to the Ambulance and Social Housing sectors within the UK & Ireland. www.incline-it.com

MIS Computer Services – the management company of the MIS Group and operating exclusively in the UK and trading exclusively with the MIS Group subsidiaries detailed above. www.miscs.com

The Group currently employees between 110 and 120 staff to support the various businesses with the head office based in the UK along with all members of staff based in the UK with the exception of one that has emigrated to Australia. The Group trades predominantly in the Public Sector or quasi-Public sector and consequently understands the importance of Anti-Slavery and Human Trafficking policies and standards, whilst also recognising the importance or morality and ethics.

3. Our Supply Chains

The Group has direct relationships with a number of primarily UK based suppliers offering a wide range of services to the Group and also for the benefit of our customers (such as IT Services and IT equipment).

The Group, wherever possible and appropriate, keeps work in-house and does not outsource services unless specialist skills/services are required. This is an active approach to mitigating risks around Slavery and Human Trafficking.

4. Our Policies on Slavery & Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business and in our supply chains.

To accompany this we have the MIS Whistleblowing Policy which provides a system for our employees, customers or suppliers to escalate slavery and human trafficking issues and breaches of our Group policies. All MIS policies are reviewed annually.

There have been no breaches or suspected breaches of our Anti-Slavery and Human Trafficking Policy.

5. Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify, monitor and mitigate against industry risk, business transaction risk and risk in the countries in which we operate, we ask the Directors of each subsidiary to report to the Group Managing Director(s) any occurrences, risks or perceived risks in this regard.

We have in place policies and systems across our business; our trading partners; and our supply chains to:-

- Identify inappropriate employment practices;
- Identify, assess and monitor other potential risk areas;
- Mitigate the risk of slavery and human trafficking occurring;
- Protect whistleblowers; and
- Investigate reports of Modern Slavery.

MIS reviews policies and procedures at least annually as part of our ongoing ISO accreditations.

6. Supplier Adherence to our Values and Ethics

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain comply with our values we operate in line with principles of responsible sourcing and this includes paying employees above the living wage for the regions that our staff are based within. MIS recognises that although the prevailing minimum wage is a yardstick by which all organisations should be measured, MIS feels that the living wage better represents the compensation levels that should be achieved as a minimum standard.

MIS is signed up to the living wage charter put forwards by Cheshire West and Cheshire Council and sees this as a minimum requirement for a socially responsible employer.

MIS reviews supplier codes of conduct prior to commercial engagement to ensure that the standards to which we hold ourselves to account are mirrored, where possible, with the supplier base. The relevant account managers will monitor and enforce compliance with our Suppliers and Customers and will challenge appropriately.

7. Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and in our business partners, we provide relevant in-house training to our staff through an annual refresher training program. MIS also engages with customers and suppliers through Account Management meetings to ensure continued compliance with the standards set.

Staff should report all incidents, including incidents of suspicious behaviour to management.

8. Covid-19 & Mental Health Support

The Group adopted government guidelines for Covid-19 secure workplaces and paying statutory sick pay as well as occupational sick pay top-up in order to prevent the spread of coronavirus and encourage staff to take the appropriate time off work to appropriately recover in the event of contracting Covid-19.

Furthermore, MIS has invested in Mental Health Awareness Training for a number of staff to enable the MIS Group to appropriately support staff that may suffer from mental health issues whether caused by Covid-19 or not.

9. Next Steps

- Raise awareness of the Anti-Slavery and Human Trafficking Policy.
- Additional training for employees as necessary.
- Integrate any learnings from Covid-19 into our future strategy.

10. Version Control

Version	Date	Author	Comment
Rev1	13/04/2022	Andrew McLaughlin/Admin	Creation of Statement

11. Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 30th September 2024 and was approved by the Board of Directors of MIS Group on 15 January 2024.



Signed by Andrew McLaughlin
MIS Group Managing Director
15 January 2024