



Modern Slavery Statement

Financial Year Ending 28 February 2025

Introduction

This statement is made pursuant to the UK Modern Slavery Act 2015 (the "Act") and outlines the steps taken by the AdvT Group to prevent modern slavery and human trafficking within our business operations and supply chains during the financial year ended 28 February 2025. The Act requires businesses with an annual turnover of £36 million or more to publish an annual transparency statement.

The AdvT Group is committed to identifying and mitigating the risks of modern slavery across our operations. As a group primarily focused on software and professional services, our risk exposure is lower than in sectors such as manufacturing or retail. However, we recognise that risk can exist in any business and remain vigilant and proactive in our approach.

As a predominantly software orientated group of companies, the AdvT group does not carry the same high level slavery risk as companies operating in the retail or manufacturing sectors, however, this statement covers those areas within our business supply chain which may present a potential slavery risk. We are committed to understanding the modern slavery risks and to ensuring there is no modern-day slavery in our business and supply chains. Our business largely uses professionally qualified people employed directly by the AdvT Group. Our people policies ensure fair treatment of our people around the world. We would like to state that there were no reported instances of slavery or human trafficking concerns raised to us during the financial year under review.

Our Structure

AdvancedAdvT Limited ("AdvT Group") was incorporated on 31 July 2020 under the laws of the British Virgin Islands. Our main operations are based in the United Kingdom.

We specialise in software solutions that simplify complex processes, improve compliance, and enhance productivity for public and private sector organisations. AdvT Group operates through two main pillars:

- **Business Software Solutions**, comprising:
 - *IBSS*: Provides finance and e-business solutions to public, health, and private sector clients.
 - *CHKS*: Delivers healthcare accreditation, benchmarking, and AI coding solutions.
 - *Celaton*: Offers AI-driven intelligent process automation through its inSTREAM platform.
- **Human Capital Solutions**, comprising:
 - *Retain*: A global leader in resource planning and talent management software.
 - *WFM*: A workforce management solution provider in the UK.

Modern Slavery Risk Assessment

Given the nature of our operations, we believe the risk of modern slavery within our direct business and supply chain is low. Nevertheless, we remain committed to continuous improvement and monitoring, recognising that risk may still arise.

All procurement is conducted under formal contracts, and we avoid cash transactions. Our major suppliers are reputable companies with their own ethical standards.

Our Commitment

Modern slavery remains a global issue affecting millions. As a responsible business, the AdvT Group is committed to playing our part in eradicating all forms of exploitation. We maintain a zero-tolerance approach and have implemented policies and procedures to ensure our people and suppliers operate ethically and with respect for human rights.



Governance and Oversight

Our senior management oversees our approach to preventing modern slavery. We embed ethical standards throughout our organisation, underpinned by clear policies and processes.

Key Policies Supporting Our Commitment

Our policies are available to all employees via the company intranet and include:

- **Code of Conduct:** Sets behavioural expectations and ethical standards for all staff and stakeholders.
- **Speak Up Policy:** Encourages and enables the confidential reporting of any concerns, supported by an anonymous third-party platform.
- **Supplier Charter:** Outlines our expectations for ethical conduct, including specific requirements around human rights and labour standards.
- **Equality, Diversity, and Inclusion Policy:** Promotes a fair and inclusive workplace. All employees complete mandatory annual training.
- **Procurement Policy:** Ensures responsible purchasing practices across all our operations.
- **Human Rights Policy:** Aligns with the UN UDHR and ILO conventions and is integrated into our training programmes.
- **Safeguarding Policy:** Focuses on protecting vulnerable adults and children in all interactions with the AdvT Group.

Risk Management

All contracts are reviewed for potential risks, including human rights and modern slavery, as part of our Risk Management Policy and contract lifecycle procedures.

Our People

The wellbeing and safety of our colleagues is a top priority. We provide mandatory training (Equality, Diversity and Inclusion), promote a culture of openness, and offer appropriate support mechanisms. We are committed to fostering healthy, inclusive, and adaptable working environments.

Our Suppliers

We assess supply chain risks through a formal supplier management policy. Labour and human rights are a core part of our due diligence process. We expect suppliers to comply with our Supplier Charter and demonstrate their commitment to ethical recruitment and operational practices.

Suppliers are expected to report any breach of our standards and are encouraged to use their internal grievance channels or contact us directly.

This statement has been approved by the Board of AdvancedAdvT Ltd on 28th April 2025 and is signed on behalf of the Board by Gavin Hugill, Director.