

Introduction

Cyferd Ltd (“we”, “our”, “us” or “**Cyferd**”) is a company registered and incorporated in England and Wales, which is committed to creating and maintaining an ethical and safe environment for our employees, workers, applicants, third parties and partners. We are committed to minimising the potential risks of Modern Slavery (as defined below), and actively review, on an ongoing basis, all aspects of recruitment, supply chains and business activities in this regard.

In this statement “**Modern Slavery**” includes, but is not limited to, meaning slavery, servitude, slavery-like practices, human trafficking and any other violation of other human rights as defined under the applicable laws, from time to time.

Scope

This statement outlines the steps Cyferd has taken, and continues to take, to understand and minimise the potential risk of Modern Slavery in our business and supply chains.

This statement is published in line with section 54(1) of the Modern Slavery Act 2015.

About Cyferd and the structure of our organisation

The Cyferd Product is a cloud application development and hosting environment using no-code interfaces to enable users to build data-centric, interconnected applications. Our employees develop, host, and maintain the product. We also offer professional services to organisations looking to do bespoke solutions development, particularly where this development is carried out within the Cyferd Product.

Our commitment to the principles of the Modern Slavery Act 2015

Cyferd is committed to the principles of the Modern Slavery Act 2015; and the abolition of modern slavery and human trafficking.

We are an equal opportunities employer, committed to creating and ensuring a non-discriminatory and respectful working environment for our workers. We strive to create a working environment in which our employees and workers feel confident and feel able to raise or question any potential wrongdoing, without any risk to themselves.

Our recruitment and human resources processes are designed to ensure that all applicants are legally entitled to work for a UK company, and to safeguard our employees and workers from any abuse or coercion.

Cyferd does not knowingly engage, partner, and/or enter into business with any organisation(s), whether in the UK or abroad, which supports or is found to be involved in slavery, servitude and/or forced or compulsory labour.

Our supply chain

Due to the nature of our business, we assess ourselves to have a low risk of Modern Slavery in our business and supply chains; although we continuously review and assess our risk level. All development work and professional services that Cyferd engages in are carried out by internal Cyferd employees – we do not sub-contract. We work closely with separate partner organisations who act as resellers of the Cyferd Product and provide their own professional services. We carry out due diligence on new partners to ensure they have the relevant policies in place with regard to the Modern Slavery Act 2015.

Our policies in relation to the Modern Slavery Act 2015

The following policies are available to all our employees and workers, via the Cyferd intranet:

- Staff handbook
- Ethics policy
- Whistleblowing policy
- Anti-Harassment and Bullying policy
- Equal Opportunities policy
- Recruitment and selection policy
- Human Rights policy

Embedding the principles

We will continue to embed the principles of the Modern Slavery Act 2015 in the following ways;

- continuing to provide awareness training to our employees and workers in line with and based on the Modern Slavery Act 2015 and informing them of the appropriate action(s) to take if they suspect a case of slavery or human trafficking;
- ensure employees involved in recruitment activities are aware of, and follow, the modern slavery procurement guidance on GOV.UK;
- add to Cyferd's policy review process considerations of the Modern Slavery risks and prevention, as an employer and procurer of goods and services;
- ensure Cyferd's employment contractual terms and conditions include references to Modern Slavery; and
- ensure all employees and workers involved in purchasing, or recruitment and deployment of workers receive training on Modern Slavery and ethical employment practices.

This statement has been approved by Ranjit Bahia, CEO, for the financial year ending September 2024.