

# Slavery and Human Trafficking Statement

## 2019-2020

**Epicor Software (UK) Limited** is committed to improving our practices to combat slavery and human trafficking. We are proud of the steps we have taken this year to combat slavery and human trafficking which include a continued application of Epicor's Worldwide Code of Business Ethics and Conduct; Epicor's Global Whistle-Blower Policy as well as third party due diligence checks.

We provide flexible, industry-specific software that is designed around the needs of our manufacturing, distribution, retail, and service industry customers. More than 40 years of experience with our customers' unique business processes and operational requirements is built into every solution-in the cloud, hosted, or on premises. We are part of the Epicor group of companies with employees worldwide and our parent company, Epicor Software Corporation, is located in the United States.

As a company we are aware that slavery and human trafficking including servitude and forced labour exists in every region of the world and in all types of economy and is a growing issue.

Epicor opposes slavery in all its forms and has zero tolerance to slavery and human trafficking. Epicor is committed to ensuring human rights are respected and slavery is not taking place within our operations and supply chains. Based upon a consideration of where we do business, our sector and supply chains, we believe the risk of modern slavery or forced labour within our business or supply chains is very low. However, should we identify any potential modern slavery or forced labour issues in our business or supply chain, we will investigate them and take appropriate action to address any identified concerns. All employees are expected to report any concerns as a matter of priority and may do so on a confidential and anonymous basis via Epicor's Compliance Ethics Hotline website or, alternatively, via Epicor's Compliance Ethics Hotline, the details of which are set out in Epicor's Global Whistle Blower Policy, accessible by all Epicor employees.

Epicor's Modern Slavery Statement and its effectiveness within our business and supply chain will be reviewed on an annual basis. Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking: a documented review of our modern slavery risk; if commercially feasible, the introduction of an Anti-Modern Slavery Policy as well as the introduction of annual training programme on the modern slavery risk to Epicor's global procurement teams.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending **30 September 2020**.

This statement was approved by the Board of Epicor Software (UK) Limited on **1 October 2020**.

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*Richard Clark*  
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**Richard Clark**

**Director of Epicor Software (UK) Limited**