

## **Modern Slavery Act Transparency Statement**

### **Statement from Senior Management**

OnSolve is committed to ensuring that our business and supply chain reflects our values and respect for human rights. We are committed to improving our practices to combat modern slavery and human trafficking.

### **Organizational structure, our business, and our supply chains**

OnSolve develops and provides Software-as-a-Service based critical event management and notification solutions and services that deliver critical alerts. Whether for emergency situations that threaten public safety or business continuity, or routine organizational messages, OnSolve products and services provide organizations across the globe with tools to communicate quickly and securely.

The business operating model is as follows:

OnSolve LLC is organized under the laws of Delaware, USA, with its headquarters located at Ormond Beach, Florida. In comparison with many businesses in other industries, it is quite straightforward to identify our supply chain. We utilize full-time, part-time and contractor staff to develop and maintain our software products. All of our employees and contractors are processed through background and security checks. Our process gives us confidence that we are at a very low risk for exposure to slavery, unlawful child labor or human trafficking within our day to day operations.

### **Policies in relation to slavery and human trafficking**

The following policies support OnSolve's commitment to combating modern slavery and human trafficking:

#### **GRCS-POL-019 Third-Party Management Program**

OnSolve is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. OnSolve's relationships with suppliers are based on ethical, lawful, socially responsible, fair practices. We expect our suppliers to obey the laws and regulations that require them to treat workers fairly, provide a safe and healthy work environment.

#### **GRCS-POL-022 Human Resources Management Program**

OnSolve's recruitment policies are socially fair and legally compliant. We carry out right to work checks on all of our employees. All candidates are required to provide evidence of their legal right to work. We are aware of potential modern slavery issues, such as a delay in providing a passport, and we are very committed to ensuring that our recruitment processes are free of prejudice and involuntary labor.

## **OnSolve Employee Reporting (All GRCS policies)**

OnSolve has contracted a third-party to provide and manage an 'Anonymous Ethics Hotline' Whistleblowing - OnSolve provides an anonymous process for our employees to raise any concerns they may have in relation to compliance with our legal obligations, including in relation to modern slavery and human trafficking, and to ensure that there is adequate protection for employees who make protected disclosures or "blow the whistle".

## **Due Diligence**

OnSolve encourages its suppliers to comply with the UK Modern Slavery Act.

## **Assessing and managing risk**

OnSolve regularly takes steps to identify its business areas and supply chains that are most at risk in relation to modern slavery and human trafficking by conducting ongoing risk assessments.

## **Training**

To maintain internal accountability, all relevant personnel are trained to recognize environment, health, safety, and labor/worker concerns, including issues relating to slavery, human trafficking and forced labor, and to report and investigate all suspicions of improper conduct at all suppliers globally. Examples of training courses administered over the past year include 'Information Security Awareness Training' and the 'Code of Business Ethics and Conduct' policy review.

## **Effectiveness in combating slavery and human trafficking**

- 100% of OnSolve's employees have been verified for their immigration status and right-to-work in their territory.
- All new employees receive training on our procedures in relation to identifying and avoiding modern slavery.
- OnSolve is implementing a process to require our suppliers to acknowledge compliance with our Code of Business Ethics and Conduct to the extent applicable to the services they provide. The Code of Business Ethics and Conduct includes access to our hotline for reporting issues or seeking guidance on these and other topics. As of the date of this statement, we have not received any complaints for any matters related to modern slavery.

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and constitutes OnSolve's slavery and human trafficking statement for the financial year ending 2018.



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Amanda J. Bowman  
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Date