



Modern slavery and human trafficking statement

Introduction

This modern slavery and human trafficking statement is a response to Section 54(1). Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 31st December 2022.

Blinx Solutions (*"the company", "we", "us" or "our"*) is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have a zero-tolerance towards slavery and require our supply chain to comply with our values.

Organisational structure

Blinx Solutions has business operations in the United Kingdom.

We operate in the software development sector. The nature of our supply chains is in the IT software development and infrastructure sectors.

For more information on the company, please visit our website www.blinxhealthcare.com

Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner.

These include the following:

- Recruitment and selection policy
- Diversity equity and inclusion policy
- Vendor management policy
- Staff Code of conduct
- Safeguarding policy
- Personnel security policy

We make sure our suppliers are aware of our policies and adhere to the same standards.



Due Diligence

As part of efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- Internal audits
- Checking suppliers with external third parties for and slavery or human trafficking risks.

Our due diligence procedures aim to:

- Identify and action any potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Provide protection for whistleblowers

Risk and compliance

The company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its UK supply chain through:

- Evaluating the slavery and human trafficking risk of each new supplier
- Reviewing on a regular basis all aspects of the supply chain based on supply chain mapping

We do not consider that we operate in a high risk environment because of the nature of Software development and being mostly a single point supply chain.

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, we will seek to terminate our relationship with that supplier immediately.

Effectiveness

The company uses Key Performance Indicators (KPI's) to measure the effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains. These KPI's are as follows:

- We will contact suppliers to enquire about their modern slavery practices every 12 months.
- We will train our staff about modern slavery issues and increase awareness within the company.
- We will carry out regular audit of supplier – 10% of suppliers each year.

Training our staff

The company requires its staff to complete training and ongoing refresher courses on slavery and human trafficking. The company training covers:

- How to identify the signs of slavery and human trafficking
- What initial steps should be taken if slavery and human trafficking is suspected.
- How to escalate potential slavery or human trafficking issues to the relevant parties within the company
- What steps the company should take if suppliers in the supply chain do not implement anti-slavery policies in high-risk scenarios, including removal from the company's supply chain.



This statement is approved by the board of directors.

A handwritten signature in black ink, appearing to read 'G. Bartlett'.

15th February 2023

Gareth Bartlett
CEO
Blinx Solutions Limited