

VOLUNTARY SLAVERY AND HUMAN TRAFFICKING STATEMENT

IKON SCIENCE LIMITED MAKES THE FOLLOWING VOLUNTARY MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT UNDER SECTION 54 OF THE MODERN SLAVERY ACT 2015.

We oppose slavery and human trafficking and forced labour in all its forms and make this statement to set out the steps we have taken to ensure that there is no slavery, human trafficking or forced labour in our business or in our supply chain. We also make this statement to demonstrate our values and commitment to ethical trading as well as to re-enforce the position of the Ikon Science Group in all our global locations in taking measures to prevent the practice of slavery, human trafficking and forced labour in any part of our supply chain.

ABOUT US

Ikon Science Limited is a medium sized technology business based in the UK which, together with its other associate companies in the Ikon Science Group based in regions across the world, provides geoprediction software and related services to its customers in the oil and gas industry.

Our global annual turnover is under £36 million being the threshold for compliance required by the UK Modern Slavery Act 2015. Although we are not required to make a modern slavery statement under section 54 of the Modern Slavery Act 2015, we are making this voluntary statement to show our commitment to ethical trading principles and to set out the steps we are taking to tackle modern slavery, human trafficking and forced labour in our business and in our supply chains.

Ikon Science:

- (a) does not use, nor allow its suppliers or sub-contractors to use forced, bonded or involuntary prison labour;
- (b) requires that all supplier or subcontractor personnel are free to leave their employer after reasonable notice without restriction or intimidation;
- (c) warrants and represents that it has not been convicted of any slavery, human trafficking or forced labour offences anywhere around the world;
- (d) has in place and shall maintain its own policies and procedures to ensure its compliance with the Modern Slavery Act 2015 (and any comparable legislation at any of Ikon Science locations) and include in its contracts with its suppliers and subcontractors anti-slavery and human trafficking provisions; and
- (e) shall not use or allow child or slave labour to be used by its suppliers, subcontractors or any part of its supply chain.

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Our supply chains are mainly made up of the following which are provided as an example with links to their respective website where Modern Slavery Policies may be consulted:

OFFICE/CATERING SUPPLIERS.

Nespresso	Office catering consumables	https://www.nespresso.com/uk/en/
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TECHNOLOGY SERVICES SUPPLIERS

SALESFORCE San Francisco, California, United States	CRM system. To manage industry opportunities and client contact details	https://www.salesforce.com https://c1.sfdcstatic.com/content/dam/web/en_us/www/documents/legal/misc/uk-modern-slavery-act.pdf
OFFICE 365 Redmond Washington, United States	Microsoft software to collaborate on projects via email, OneDrive, SharePoint Teams	https://www.microsoft.com https://www.microsoft.com/en-gb/about/regulatory-reporting/
JIRA Sydney, Australia	To maintain RokDoc license for clients	https://s2.g4cdn.com/141359120/files/doc_downloads/Gov_Documents/2019/Atlassian-Modern-Slavery-Act-Transparency-Statement-2019.pdf
NETSUITE San Mateo, California, United States	Software to support maintenance of client financial accounts details	https://www.oracle.com/a/ocom/docs/modern-slavery-policy-statement-uk-fy19.pdf

OFFICE CLEANING

CHURCHILL GROUP	Contract cleaners for Ikon Science UK Surbiton office.	https://www.churchillservices.com/wp-content/uploads/2019/11/CG-P-69-Modern-Slavery-Policy-v6-1.pdf
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IKON SCIENCE COMMITMENT TO ETHICAL TRADING

Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking or forced, bonded or involuntary prison labour is not taking place anywhere in our supply chains.

We are committed to ethical trading principles and to acquiring goods and services without harm to others.

DUE DILIGENCE AND RISK ASSESSMENT

To help identify and monitor the risk of slavery and human trafficking in our supply chain we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Take all reasonable measures to prevent use of forced or involuntary prison labour in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

We vet suppliers and sub-contractors to ensure that they are committed to ethical labour practices. We include anti-slavery, human tracking and forced labour provisions in all our contracts with suppliers.

We only employ agency workers through reputable employment agencies that adhere to our anti-slavery and human trafficking policy (or equivalent policies) although most of our recruitment needs are conducted directly where we conduct our own investigations and due diligence and do not rely on third party agencies.

EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use the following key performance indicators (KPIs) to measure how effective we have been at ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains:

- All Ikon Science staff (including contract staff) have reviewed and accepted on our Modern Slavery Policy incorporated into Ikon Science employment practices.

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- Suppliers and sub-contractors are vetted for ethical labour practices and we require sight of up to date published Modern Slavery Policies many of which are also published on supplier/sub-contractor websites.
- Due to the nature of Ikon Science clients being in the oil and gas sector, we confirm that all our clients require strict compliance by Ikon Science with their own Anti Modern Slavery Policies.
- Ikon Science has not been made aware of any reported breaches of compliance with Modern Slavery provisions in Supplier or client contracts in the past year.
- 100% of staff receiving training on identifying and addressing the risk of slavery and human trafficking in our business and supply chains.

CHILD LABOUR

“Child labour” refers to work that deprives children of their childhood and affects their schooling, their potential and their dignity. It is work that is harmful to them mentally, physically and socially.

As an organisation, Ikon Sciences wishes to conduct its business in a legal, ethical manner adding value to society and the environment instead of doing harm. Helping stop child labour is fundamental to our values. We want to make sure that Ikon Science does not accept, support or condone child exploitation in any respect, and we are committed to help end it to the best of our ability.

We require all of our suppliers to adhere to the standards set out by the International Labour Organisation and the U.N. Convention on Rights of the Child in respect of the employment of children and young people.

In particular:

(a) children must not be recruited before they have reached the age of completion of compulsory schooling, and in any case not before the age of 15; and

(b) those under 18 must have undergone a risk assessment and must not be required to perform hazardous duties.

Ikon Science is also committed not to do business with any organisation that employs children in contravention of the child labour policies and initiatives referred to above.

Ikon Science Human Resources department validates all documentation verifying the age of all employees or contract workers during the recruitment process and in any event, prior to employment or engagement. Ikon Science does not employ or engage children.

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TRAINING

To ensure a high level of understanding of the risks of modern slavery, human trafficking and forced labour in our supply chains and our business, we provide training to our staff.

FURTHER STEPS TO ENSURE ONGOING COMPLIANCE

Following a review of the effectiveness of the steps we have taken since the implementation of the Modern Slavery Act to ensure that there is no slavery, human trafficking or forced labour in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

- Audit of all Suppliers for up-to date compliance with Anti Modern Slavery legislation by issue of Anti- Modern Slavery questionnaire.
- Supplier statement of compliance to accompany executed contracts;
- Audit of all resellers in various territories where Ikon Science services are provided to ensure up-to-date compliance;

THIS VOLUNTARY SLAVERY AND HUMAN TRAFFICKING STATEMENT IS MADE IN CONNECTION WITH SECTION 54(1) OF THE MODERN SLAVERY ACT 2015, FOR THE FINANCIAL YEAR ENDING 31 MARCH 2021.

IT WAS APPROVED BY THE BOARD ON 30TH JUNE 2020.

SIGNED by and on behalf of
IKON SCIENCE LIMITED

by:

A handwritten signature in blue ink, appearing to be 'DS', written over a dotted line.

Dr. Denis Saussus (Chief Executive Officer)