



# Premise Data Corporation Modern Slavery and Human Trafficking Statement

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Premise Data Corporation ('Premise Data') is opposed to all forms of Human Trafficking and Slavery and takes all necessary steps to ensure the promotion of sound, moral and ethical practices throughout the whole of its business.

Premise Data is committed to ensuring that there is no Modern Slavery or Human Trafficking within our supply chains, or in any part of our business, and requires that our supply chain partners adhere to the requirements of the Modern Slavery Act 2015 (the "Act"). We undertake all necessary and practicable steps to ensure that our standards are being implemented throughout our supply chain.

This statement has been published in accordance with the Act and sets out the steps we have taken to prevent Slavery and Human Trafficking in our business and supply chains.

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# Modern Slavery Statement for Premise Data Corporation

## Introduction

This Premise Data Corporation Modern Slavery Statement outlines the actions taken by Premise Data (hereafter referred to as 'Premise Data' or 'the Company') to prevent Modern Slavery and Human Trafficking within its business operations and supply chains in accordance with the Modern Slavery Act. This statement relates to the fiscal year ending 2024.

## A) Organization's Structure, Business, and Supply Chains

Premise Data is a global data analytics company that harnesses the power of real-time data to provide insights and solutions across various sectors including healthcare, retail, and public governance. Premise Data's supply chains primarily involve digital services, software development, and data collection, as well as the procurement of office supplies and electronics necessary for operations.

Premise operates in around 150 countries around the world and conducts due diligence, along with a risk assessment, of every country we operate in, or source our goods from. While Premise Data found we operate in countries which are deemed to be high risk countries for Modern Slavery and Human Rights abuses according to the Walk Free Global Slavery Index [<https://www.walkfree.org/global-slavery-index/map/>], Premise Data does not manufacture or distribute goods which, according to the Global Slavery Index 2023, are at a high risk of Modern Slavery.

Premise Data does however source goods from suppliers such as laptops, computers and mobile phones, along with garments in the form of workwear for our employee and business needs. Premise Data has therefore conducted audits, and assessed our suppliers, to satisfy ourselves that our Supply Chain meets our strict criteria and that they are taking a proactive approach to ensure there is no Modern Slavery occurring in any part of their Supply Chain. Premise Data is therefore satisfied that, at the present time, we are of low risk to Modern Slavery.

## B) Policies in Relation to Slavery and Human Trafficking

Premise Data is committed to ensuring that all aspects of our business and supply chains are free from Slavery and Human Trafficking. To this end, we have implemented a comprehensive Human Rights Policy which explicitly prohibits any form of forced, compulsory, or child labor.

Our policy includes, but is not limited to:

1. A Supplier Code of Conduct that mandates compliance with international labor standards.
2. Employee guidelines that outline the procedures for reporting unethical conduct.

The Premise Data group responsible for this, and other Policies, continually monitor Legislative Developments, Regulatory Advancements and industry best practice guidelines, to ensure all Policies are effective. Premise Data maintains the ability to update any Policy(s) as necessary to remain in full compliance.

### **C) Due Diligence Processes**

Our due diligence process is designed to identify, prevent, and mitigate the risks of Slavery and Human Trafficking. This is handled through:

1. Regular reviews of suppliers to ensure compliance with our Supplier Code of Conduct.
2. Employment checks and verification processes to ensure that all employees are legally entitled to work.
3. Risk assessments conducted at regular intervals or when entering new markets.

### **D) Risk Assessment and Management**

Risk areas identified within Premise Data's business and supply chains include third-party data collection services and hardware procurement from regions known for labor violations. To manage these risks, Premise:

1. Engages with suppliers to improve their labor practices.
2. Uses only verified and reputable suppliers.
3. Incorporates anti-Slavery and Human Trafficking measures into our risk management and mitigation strategies.

### **E) Effectiveness of Efforts**

All Premise Data employees, suppliers, contractors and sub-contractors must adhere to all our policies relevant to Modern Slavery, including our Ethical Procurement Policy, HR Policies, and our Anti-Slavery and Human Trafficking Policy.

All of the Premise Data company policies are reviewed annually, or when there are changes in legislation, regulations or best practice guidelines to ensure they are effective.

To measure the effectiveness of our efforts to ensure that Slavery and Human Trafficking is not taking place in our business or supply chains, Premise employs several performance indicators, including:

1. Feedback from employee and supplier surveys.
2. The number of violations reported and successfully resolved.

## **F) Training and Capacity Building**

Premise Data ensures that all staff members are aware of the risks associated with Modern Slavery and Human Trafficking through:

1. Mandatory training sessions for all new hires traveling to or working in field locations.
2. Specialized training for staff involved in procurement and supply chain management.
3. Regular updates on laws and regulations related to Modern Slavery and Human Trafficking.

Premise Data actively encourages our employees, in line with our whistleblowing policy, that should they have any genuine concerns of Modern Slavery or Human Rights abuses within our supply chain or our labour force, they should report their suspicions immediately for further investigation. Even if an employee is mistaken with their suspicions, we are fully committed to supporting our employees and ensuring they are treated fairly with no repercussions.

## **G) Conclusion**

Premise Data has not received any complaints or reports in relation to Modern Slavery within our business operations or throughout our supply chain. This statement is made in respect of Premise Data Corporation, together with all of its parent and subsidiary undertakings.

Premise Data Corporation remains steadfast in its commitment to respecting Human Rights and upholding ethical labor practices. This Modern Slavery Statement represents our ongoing efforts to combat Modern Slavery and Human Trafficking in every part of our business and supply chains. Premise Data is committed to continuous improvement and transparency, and we will update our policies and processes as needed to ensure they remain effective.

## **H) Forward Looking**

Premise Data Corporation is fully committed to fighting Modern Slavery and ensuring our supply chain and labour force is free from any form of Human Rights abuses. Premise Data will continue to take a proactive approach in mitigating any potential risks of Modern Slavery or Human Trafficking year-on-year.

## **Approval**

This statement has been approved by the Executive Leadership Team of Premise Data Corporation and will be reviewed and updated annually.