

Xendl Software Limited

Xendl Human Rights and Modern Slavery Policy

2018

XENDL

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1. ABOUT THIS POLICY

The Xendl Human Rights and Modern Slavery Policy embodies our unwavering commitment to upholding human dignity and combating all forms of modern slavery within our operations and supply chains. Xendl recognises its responsibility to foster ethical practices and ensure that human rights are respected throughout our business activities.

This policy outlines our zero-tolerance approach to modern slavery, including forced labour, bonded labour, involuntary servitude, and human trafficking. It details the measures we have implemented to prevent such practices, both within our organisation and among our suppliers and business partners. Our efforts include rigorous due diligence, comprehensive risk assessments, and ongoing audits to ensure compliance with human rights standards.

Xendl is committed to creating a workplace where fairness, respect, and integrity are paramount. We provide regular training to our employees, ensuring they understand their role in upholding human rights and are equipped to identify and report any concerns. We also maintain robust reporting mechanisms to address potential violations, guaranteeing confidentiality and protection for whistleblowers.

This policy reflects our dedication to continuous improvement, regularly updating our practices to meet evolving legal requirements and industry best practices. By engaging with stakeholders and human rights organisations, we strive to enhance our approach and contribute to the global fight against modern slavery.

Through this policy, Xendl reaffirms its pledge to ethical business conduct, ensuring that our operations and supply chains are free from exploitation and aligned with the highest standards of human rights.

2. PERSONNEL RESPONSIBLE FOR IMPLEMENTING THE POLICY

Our management team and CEO / Founder has overall responsibility for the effective operation of this policy but has delegated day-to-day responsibility for its operation to the Head of Consulting.

Responsibility for monitoring and reviewing the operation of this policy and making recommendations for change to minimise risks lies with the Head of Consulting who will review this policy annually to ensure that it meets legal requirements and reflects best practice.

Managers have a specific responsibility for operating within the boundaries of this policy, ensuring that all staff understand the standards of behaviour expected of them and taking action when behaviour falls below its requirements. [Managers will be given training in order to do this.]

All staff are responsible for the success of this policy and should ensure that they take the time to read and understand it. Any misuse of social media should be reported to the Head of Consulting. Questions regarding the content or application of this policy should be directed to the Head of Consulting.

3. INTRODUCTION

Xendl, established in 2014 in the United Kingdom, is a leading services and software company specialising in SAP Security, Access Controls, Identity, Risk, and Data management. As a responsible corporate entity, Xendl is committed to upholding the highest standards of human rights and eradicating modern slavery in all its forms.

4. PURPOSE

This policy outlines Xendl's commitment to human rights and its zero-tolerance approach to modern slavery and human trafficking within its operations and supply chains.

5. SCOPE

This policy applies to all employees, contractors, consultants, and business partners of Xendl, regardless of their location.

6. COMMITMENT TO HUMAN RIGHTS

Xendl is dedicated to:

- Respecting and promoting internationally recognised human rights as outlined in the Universal Declaration of Human Rights and the International Labour Organisation's core conventions.
- Ensuring fair and ethical treatment of all employees and stakeholders.
- Fostering a workplace environment free from discrimination, harassment, and exploitation.

7. MODERN SLAVERY AND HUMAN TRAFFICKING

Xendl strictly prohibits any form of modern slavery, including forced labour, bonded labour, involuntary servitude, and human trafficking within its operations and supply chains. Our commitment includes:

- Conducting due diligence to identify and mitigate risks related to modern slavery.
- Ensuring that all work is voluntary, and workers have the freedom to terminate their employment at any time.
- Providing fair wages and complying with all applicable labour laws and regulations.

8. SUPPLY CHAIN MANAGEMENT

Xendl expects its suppliers and business partners to uphold the same high standards of human rights and labour practices. To this end, we will:

- Include human rights and anti-slavery clauses in all supplier contracts.
- Conduct regular risk assessments and audits of our supply chains.
- Require suppliers to provide evidence of their compliance with human rights and anti-slavery standards.
- Terminate relationships with suppliers found to be in violation of these standards.

9. EMPLOYEE AWARENESS AND TRAINING

Xendl will ensure that all employees are aware of this policy and understand their role in upholding human rights and preventing modern slavery. This will be achieved through:

- Regular training programs on human rights and modern slavery.
- Providing resources and support for employees to report any concerns or violations.

10. REPORTING AND ACCOUNTABILITY

Xendl encourages employees and stakeholders to report any concerns regarding human rights violations or modern slavery practices. Reports can be made confidentially and without fear of retaliation. Reporting mechanisms include:

- A dedicated hotline and email address for confidential reporting.
- An anonymous reporting system available on the company's intranet.

All reports will be thoroughly investigated, and appropriate action will be taken against individuals or entities found in violation of this policy.

11. CONTINUOUS IMPROVEMENT

Xendl is committed to continuously improving its practices to combat modern slavery and uphold human rights. This includes:

- Regularly reviewing and updating this policy to reflect new legal requirements and best practices.
- Engaging with stakeholders, including employees, suppliers, and human rights organisations, to enhance our approach.

12. GOVERNANCE

The implementation and oversight of this policy are the responsibilities of Xendl's senior management team. Regular reports on the policy's effectiveness and any incidents of non-compliance will be provided to the Board of Directors.

13. BREACH OF THIS POLICY

Breach of this policy may result in disciplinary action up to and including dismissal. Any member of staff suspected of committing a breach of this policy will be required to co-operate with our investigation.

You may be required to remove any social media content that we consider to constitute a breach of this policy. Failure to comply with such a request may in itself result in disciplinary action.