

## **MODERN SLAVERY ACT STATEMENT**

### **OUR BUSINESS**

Info-Tech Research Group Ltd (“Info-Tech UK”) is publishing this statement in accordance with the Modern Slavery Act 2015.

Info-Tech Research Group Inc., a Canada corporation, (“Info-Tech”) is a full-service research, advisory, and professional services firm, founded in 1997, with approximately 1100 full-time employees globally. Over 40,000 “members” rely on Info-Tech’s practical and tactical approach and best-in-class research and advisory services to help them navigate their complex IT, HR and business issues.

Info-Tech’s IT research, advisory, and consulting services include technology-based business research, industry-specific reporting, best-practice methodologies, benchmarking, and market analysis research. Additionally, Info-Tech’s HR research and advisory division, McLean & Company, is the trusted partner of HR and leadership professionals around the world. Our unparalleled offering includes full-service assessments, practical action plans, impactful training, and more.

Info-Tech UK is a wholly owned subsidiary of Info-Tech. Info-Tech also has wholly owned subsidiaries in the United States and Australia.

### **OUR STAFF & SUPPLY CHAIN**

We maintain a fair and ethical workplace for all our employees. We prohibit the use of all forms of forced labor and any form of human trafficking. Our employees may terminate employment by providing the required contractual notice.

Info-Tech complies with applicable employment legislation, including conducting checks for eligibility to work in the countries where its employees reside and ensuring that no employee is paid less than the mandated minimum wage. Info-Tech and its subsidiaries are employers in Canada, the United States, Australia and the United Kingdom.

Info-Tech is committed to engaging with suppliers that reflect our values, our respect for human rights and dignity in the workplace. As a research company our supplier base consists largely of professional services companies and software or SaaS providers. A small portion includes office supply vendors, including hardware suppliers. We believe, therefore, the risk of modern slavery existing in our supply chain is low. Our suppliers are required to comply with applicable laws.

With the incorporation of a company in the United Kingdom in 2022, Info-Tech is early in its journey of maturing its processes to combat modern slavery and human trafficking. Info-Tech will continue to evaluate risk and take appropriate measures if the level of risk increases because of different or new types of supplier relationships.

**RESPONSIBILITY**

Responsibility for the organisation's anti-slavery initiatives is as follows:

- The board of directors has overall responsibility for ensuring this statement complies with our legal and ethical obligations, and that all those under its control comply with it.
- The Senior Director of Human Resources Operations in conjunction with General Counsel, manage investigations where serious incidents or concerns are raised by employees but also in relation to clients, suppliers and contractors.
- Management at all levels are responsible for ensuring those reporting to them understand and comply with Info-Tech policies.

**POLICIES & DUE DILIGENCE**

Through its Respect in the Workplace Policy, distributed to all employees globally, Info-Tech is committed to providing a work environment in which all employees are treated with respect and dignity at all times, and in particular, a workplace that is free from discrimination, harassment (including bullying and psychological harassment) and violence.

Info-Tech's Anti-Corruption Policy outlines acceptable and non-acceptable behaviours to ensure compliance with anti-corruption laws. This includes compliance with all laws, domestic and foreign, prohibiting improper payments, gifts, or inducements of any kind received from any person, including officials in the private or public sector, customers, and suppliers.

Info-Tech expects its contractors, suppliers and other business partners to ensure that their employees and workers are treated with dignity and respect in a fair and ethical environment. Info-Tech will continue to look for ways to improve its review process of contractors, suppliers and other business partners as it relates to modern slavery issues.

This statement is given on behalf of Info-Tech UK for Info-Tech's fiscal year ending 31 July 2021.



Joel McLean  
Director, Info-Tech UK

6/27/2022  
Date