



Modern Slavery Statement

1. Introduction

Accelerate aspires to be recognised as a trustworthy, open, honest, and ethical organisation. Therefore, we are committed to supporting an ethical approach to procurement and environmental sustainability in the supply chain.

We understand our legal requirements and obligations around our conduct regarding the protection of human and labour rights, including combatting modern slavery in our supply chains.

2. Organisational Policies

All employees are required to produce evidence of their legal right to work in the UK and employment is not offered to anyone under the legal minimum age.

New joiners are provided with all Company policies which set out our expectations for all staff regarding professional and ethical behaviour. Staff are also encouraged to refer to the Whistleblowing Policy if they have concerns.

3. Our Supply Chain

Our supply chain includes:

- Manufacturers and resellers of hardware and software,
- IT and telecommunications service providers,
- Cloud platform providers such as Zoom and AWS, and
- Suppliers of other goods and services to Accelerate for our own use.

4. Anti-Slavery Policy

Accelerate has produced and published an Anti-Slavery & Human Trafficking Policy, which is available to all employees. This policy ensures that our people understand their responsibility for prevention, detection and reporting of slavery and human trafficking within our own business and within our supply chain.

We require our staff to comply with this policy and to promote our zero-tolerance approach to slavery and human trafficking to our suppliers. Staff knowledge is subject to annual refresher training, and understanding is validated by an assessment with a pass score.



5. Due diligence

Our supply chain tends to be service providers and global partners that have implemented robust anti-slavery and human trafficking policies (e.g., Zoom, AWS). We expect our suppliers to have suitable policies and processes in place, and a zero-tolerance approach to slavery and human trafficking.

In order to identify and mitigate risk we:

- Monitor information about our suppliers in the public domain,
- Seek to oblige suppliers to comply with all applicable laws (which includes the Modern Slavery Act 2015), and
- Endeavour to include specific anti-slavery clauses in contracts with strategic partners and suppliers

6. Effectiveness of anti-slavery measures

The effectiveness of our anti-slavery measures is kept under review. We are committed to reviewing the measures taken each year and to implementing any necessary improvements identified.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Accelerate's slavery and human trafficking statement for the year ending 1st March 2024.

This statement has been approved by the Directors of Accelerate Limited.



James Wilson
Director



Matt Cowell
Director



Ben Jemison
Director

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