

Modern Slavery Act 2015 ("the Act") Modern Slavery and Human Trafficking Statement: Year ended 31 December 2023

Introduction

Aptitude Software Group plc and its subsidiaries ("the Aptitude Group" or "Aptitude") are committed to improving our practices to combat slavery and human trafficking. We recognise that modern slavery is a crime and a violation of fundamental human rights. We have established, and continue to develop, systems and controls to help us to ensure that modern slavery is not taking place anywhere in our own organisation or in any of our supply chains.

Aptitude's business structure

Aptitude is a specialist provider of powerful financial management software to large global businesses, with the stated purpose of creating a world of financial confidence for its clients.

Aptitude helps complex organizations automate and transform their financial business models. Core areas of focus are 1) the digitalization of the finance function, which enables finance leaders to automate manually intensive processes, improve the speed of their function, and enhance the quality of its outcomes; and 2) the deployment and management of subscription management offerings at scale for businesses to support recurring revenue business models. In addition to these core areas, Aptitude also continues to support clients through complex financial regulatory requirements.

With a Premium Listing on the London Stock Exchange since 1984, Aptitude is a financially strong group providing innovative software solutions. This statement is made with reference to Aptitude Group's structure and turnover as at 31 December 2023.

As at 31 December 2023, the Aptitude Group had 472 employees worldwide. Aptitude has technology centres in Poland and the North West of England. Sales, support and implementation services are provided from offices in the United States, the United Kingdom, Canada, and Singapore. Aptitude's head office is in London.

In the financial year ended December 2023 the Aptitude Group had a global turnover of £74.7 million.

There were no significant changes to the structure or activities of the Group during the year ended 31 December 2023.

Our supply chains

Our supply chains both locally and internationally are relatively limited, consisting primarily of services, IT and office equipment and other goods which we require to run our offices around the world, such as suppliers of office equipment, furniture and stationery.

Our software is written by, and our services are primarily delivered by our employees and consultants who are engaged directly by us and based mainly in the various territories in which we operate. We also work with a partner network of advisory, consulting, integration and technology providers that provide complementary services and solutions to our clients. Partners are chosen according to their ability to meet

the Aptitude's own high standards and to demonstrate values that are consistent with those of the Aptitude Group.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery and Human Trafficking Policy ("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 is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

The Group engages closely with its suppliers and has internal procedures to ensure that an appropriate level of due diligence is undertaken on these firms. Engagement with any new suppliers is subject to a formal process and requires final approval from an Executive Director. Significant supplier contracts of a recurring nature require approval from the Board as a whole. Suppliers, like our partners, are chosen according to their ability to meet the Group's own high standards and to demonstrate values that are consistent with those of the Group.

We have reviewed our organisation and our supply chains, and we have considered the risk that modern slavery could arise. Due to the nature of our business and our direct relationship with our employees, we consider that the risk of modern slavery in our own organisation is relatively low. We have in place systems that:

- Identify and assess potential risk areas in our supply chains;
- Mitigate the risk of slavery and human trafficking occurring in our supply chains;
- Monitor potential risk areas in our supply chains;
- Protect whistle blowers.

Supplier adherence to our values and ethics

We have zero tolerance to slavery and human trafficking. To help us to ensure that all those in our supply chain and consultants comply with these values we take a risk-based approach to our contracting processes. We assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties. If appropriate (taking a risk-based approach) we will also require written confirmation from our Suppliers that they will comply with our Policy.

If appropriate, we may also require employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with our Policy.

Monitoring Effectiveness

Compliance with our Policy is managed with involvement from the following departments:

- Commercial
- Human Resources
- Finance
- Company Secretarial
- Sales

Training

All new joiners, including contractors based at our sites, undergo a corporate induction and mandatory training programme. This introduces new hires to the standards and values we operate under and the conduct we expect from our employees. Additionally, all employees have access to full policy documents that provide them with information in relation to modern slavery and human trafficking.

We will continue to review the effectiveness of our Policy and the process referred to above, and report regularly to our Board of Directors, and make recommendations on any additional steps which we believe will further mitigate the risk of modern slavery in our organisation and its supply chains.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Aptitude Group's slavery and human trafficking statement for the financial year ending December 2023.

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Director
Aptitude Software Group plc

24 June 2024