Itransition Group Modern slavery and human trafficking statement 2020

Introduction

This Modern slavery and human trafficking statement 2020 (hereinafter referred to as the «Statement») is made pursuant to Section 54 entitled «Transparency in supply chains etc» of the Modern Slavery Act 2015 (hereinafter referred to as the «MSA») and stipulates the actions we have taken to ensure that no slavery or human trafficking is taking place in any part of our business or supply chains.

This Statement applies to Itransition Holding Limited and its subsidiaries, including Itransition companies incorporated in the UK (Itransition Group) for the financial year ending in 2020. The list of Itransition companies as well as contact details please see here.

As used in this Statement «Itransition», «we», «our» and «us» refer to Itransition Group.

Our business and supply chains

Itransition Group is a leading provider of digital solutions and IT services with development centers in Belarus and global delivery infrastructure. We render the whole spectrum of custom software development services and support, system integration, IT strategy and consulting, QA and testing.

We employ around 2000 geographically scattered experts of different specializations from business analysts to testing engineers. We sign a clear employment contract with our employees that adheres to labour legislation.

Our customers may be companies of various sizes from startups at the ideation stage to mid-sized businesses and large enterprises located in different countries.

Our supply chains mainly represented by legal entities, which provide office goods, professional and office support services. We expect our suppliers to use a zero-tolerance approach to modern slavery and human trafficking and carry out their activities in compliance with all applicable laws.

We believe that our business model does not entail a high level of slavery and human trafficking risk. Nevertheless, we recognise the importance of being vigilant, transparent and providing risk mitigation activities on ongoing basis.

We do our best to improve our awareness and internal procedures in order to prevent any possibility of slavery and human trafficking within our business and supply chains.

Actions taken during 2020 financial year against Modern Slavery and human trafficking

Itransition Group complies with all applicable slavery and human trafficking laws and regulations, including the MSA.

In order to identify risk in our business activities or supply chains we have taken the following actions.

Due diligence. We do our best to assess potential risk of working with each new supplier. We undertake due diligence procedures of our suppliers to ensure compliance with law requirements, local policies and mitigate our risk.
Policies and Standards. We adopted local policies that help us to assess and prevent the risk of modern slavery and human trafficking, including, but not limited to Anti–bribery policy, Export Controls and Sanctions Compliance Policy, Data protection policy.

Training. We train our staff on an ongoing basis to raise their awareness of slavery and human trafficking and provide them with the appropriate information that may help to identify risk in this area.

Employees. We are against any kind of discrimination on whatever ground, our aim is to provide safe working conditions, ensure and protect all human rights of our employees.

Our employees through local reporting mechanisms may voice concerns to any business activities or the supply chains of the company that may give rise to risk of slavery and human trafficking. All disclosures will be treated on confidential basis.

We are totally against of using child labour and never employ individual who does not meet the applicable minimum legal age requirement.

Actions for future. Review the completeness and effectiveness of our current policies; develop new policies that regulate slavery and human trafficking; identify the training needs of our staff.

There were no instances of slavery and human trafficking issues during the financial year 2020.

This Statement has been approved by the Board of Directors of Itransition Holding Limited and is signed by:

[Signature]

Name: Alexey Demichev, Director

Date: