

Modern Slavery & Human Trafficking Statement

This Slavery and Human Trafficking Statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and constitutes Software of Excellence UK Limited slavery and human trafficking statement for the financial year ending 5th April 2024. This Statement sets out the steps Software of Excellence UK Limited takes to understand and address any risk of slavery and human trafficking related to its business.

Our Organisations Structure

Software of Excellence UK Limited is headquartered in Gillingham, Kent and is wholly-owned subsidiary of Henry Schein One LLC which in turn is a majority owned subsidiary of Henry Schein Inc, a FORTUNE 500® company and a member of the S&P 500® and NASDAQ 100® Indices.

The Henry Schein group is the world's largest provider of health care products and services to office-based dental, animal health and medical practitioners. We have a well-developed system of internal authorities, controls and policies within the Group.

Our Supply Chains

Software of Excellence UK Limited has more than 50 active suppliers, mostly software service suppliers that assist us in delivering our healthcare software and services. Most suppliers are UK / EU based with a small minority of suppliers based in the USA or New Zealand.

Our Policies

The global Henry Schein group, including Software of Excellence UK Limited, is dedicated to maintaining the highest ethical standards. The most fundamental principle of our Worldwide Business Standards is to “adhere to the legal and regulatory requirements that govern all aspects of our business, including the procurement, sale and distribution of our products”. This applies to our own organization as well as to third parties that we work and cooperate with.

Our working practices and Human Resource policies commit Software of Excellence UK Limited to provide a workplace that is free from discrimination, intimidation, hostility, and violence.

The global Henry Schein group has adopted a Supplier Code of Conduct (the Code). The Code sets out our expectations of suppliers in relation to human rights. It expressly states that suppliers have to provide an environment where employment decisions are based on free choice and may not involve forced or prison labour, physical punishment or threats of violence or other forms of physical, sexual, psychological or verbal abuse as a method of discipline or control. The code prohibits child labour and demands adherence to the minimum employment age limit as defined by applicable laws.

We have in place a globally accessible Confidential Compliance Helpline which can be accessed by suppliers, employees or agents to report (anonymously if required) any suspected violations. There is an Ethics and Compliance Ambassador function in place to assist employees with concerns and promote general compliance awareness. There is a whistleblowing policy in place to protect employees when they report their concerns.

Further Measures

Currently, we are not aware of any forced labour or child labour within our supply chain, but we are taking steps to identify, better understand and address any such potential risks.

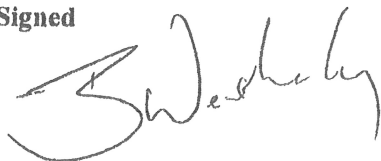
For new suppliers, the requirements of the Code are being integrated into our new supplier due diligence. Suppliers are expected to confirm in writing their adherence to the principles set forth in the Code.

For existing suppliers, Software of Excellence UK Limited, will strive to identify potential risk (e.g. those companies that for reasons of size or geographical location do not make public statements with respect to their adherence to the Modern Slavery Act 2015 or equivalent legislation). Suppliers of concern may be requested to confirm in writing their adherence to the principles set forth in the Code if unable to demonstrate they have suitable policies in place.

Consideration will be given to further improve employee awareness through specific training and more detailed policy especially those employees involved with supplier due diligence.

This statement was approved by Brian Weatherly, HSONe Chief Operating & Strategy Officer, on the 19th September 2023.

Signed



Date

19 Sept 2023