



## For financial year ending 31 May 2018

### Introduction

Open GI continues to be one of the leading technology partners to general insurance brokers in the UK and Irish markets. It is a highly successful and growing organisation with a strong track record of innovation that stretches right the way back to 1979. Today, the Group employs nearly 600 people across a number of businesses and locations, including offices in Central Europe.

As part of our culture of good governance and good business practice, Open GI is committed to opposing modern slavery and human trafficking in any form and preventing this by whatever means we can. We have a zero-tolerance approach to the exploitation of individuals and any offences covered by the Modern Slavery Act 2015.

### Supply chains

The majority of Open GI's operations are UK based and we source goods and services from predominantly UK-based suppliers whose supply chains extend globally. In addition to this, we have added two small software development centres in Krakow, Poland and Skopje, Macedonia, which use a limited number of supply chains for goods and services necessary to operate these offices. We acknowledge that no supply chain can be considered entirely free from the potential for slavery or human trafficking to occur and we therefore continue to assess potential high-risk areas. We take appropriate action where necessary to ensure we are only working with suppliers who share our zero-tolerance approach to slavery and human trafficking. As well as assessing our current suppliers, we follow a process for assessing new suppliers that aims to ensure they are compliant themselves. We also regularly review our assessment approach to ensure it is in line with current legislation and effective in identifying risks.

As we mainly source goods relating to office supplies, building materials and IT equipment across all the locations in which we operate, we continue to pay particular attention to our supply chains in these areas as well as focusing on our recruitment partners, catering and cleaning suppliers.

### Employees

Open GI ensures that all employees, regardless of their location, complete our mandatory Equality in the Workplace Course. This course is essential for all employees to complete when they join Open GI or one of its overseas operations and then at regular intervals during their career with us. Within the course is a module dedicated to educating our employees about the existence of slavery and human trafficking and how each employee can contribute to eradicating this from society.



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Our Equality in the Workplace course complements our established and regularly reviewed suite of HR policies and procedures, which we believe mitigate the potential for slavery and human trafficking.

Open GI's employees are encouraged to report any concerns related to its direct activities or those of its supply chain, and to provide further assurance to employees wishing to do so Open GI continues to operate a best practice whistleblowing policy. This policy and the associated procedure is also regularly reviewed to ensure it remains an effective and legislatively compliant channel for reporting any concerns.

A handwritten signature in black ink, appearing to read 'C Ralph', written in a cursive style.

**Charlie Ralph**  
Chief Financial Officer