



Modern Slavery Statement

Financial Year Ending
30 November 2022



Modern Slavery Statement

The importance of Modern Slavery responsibilities

K3 Business Technology Group PLC (and its group companies) (“K3”, the “Group” or “we”) recognises the role that all large corporations must play in the battle against human trafficking and slavery. We are committed to the protection of those vulnerable and take our statutory (and ethical) obligations seriously in this regard through our day to day operations.

About the K3 Group – our organisational structure

K3 Business Technology Group plc (K3 PLC) is a UK public limited company, whose shares are admitted to AIM. K3 PLC largely acts as a holding company for its trading subsidiaries, the most significant of which are based in the UK, Netherlands and Denmark. A list of the subsidiaries (excluding dormant companies) is set out at the bottom of this statement.

This Statement addresses the actions of the K3 Group as a whole, including K3 PLC and the subsidiaries listed below.

About the K3 Group – our business

K3 is a business technology group providing our retail, manufacturing and distribution customers with software solutions and related services. We have a principal focus on fashion and apparel brands. We operate from a number of locations across Europe and, as a Group, have a presence in the US, Singapore and Malaysia.

Following the arrival of Marco Vergani as CEO, a new purpose and vision for the Group has been articulated to “Transform Retail for Good”. Our suite of K3 Products offer unique end-to-end capabilities particularly for fashion, design and apparel brands and retailers.

We present the business of the Group in two clear divisions: K3 Products and Third Party Solutions.

K3 Products: Core to our purpose is K3’s portfolio of solutions within K3 Products, with both direct and indirect routes to market, include:

- **K3 Fashion:** K3 Fashion is our concept-to-consumer solution, embedded in Microsoft Dynamics 365 for Finance and Operations, and further enhanced to meet the unique and exacting needs of fashion and apparel enterprises. It is a tailored environment in which businesses can gain insight and control over all processes and channels to market.
- **K3 Pebblestone:** has similar functionalities to K3 Fashion, but is built on Microsoft Dynamics Business Central and is more tuned towards smaller size brands and retailers. It is available in both on-premises and cloud SaaS versions.
- **K3 Imagine:** is a cloud-native, unified commerce headless platform which enables brands and retailers to run their physical stores and omnichannel business in a modern SaaS, ERP agnostic, microservices based architecture. K3 Imagine includes K3 Dataswitch, a real-time orchestration solution which allows K3 Imagine to fully synchronize with other legacy applications and ERP solutions, thus unlocking new ways to sell by integrating effectively with the pre-existing client application environment and legacy systems.
- **K3 ViJi:** a suite of solutions to support the traceability, certification and sustainability of the fashion supply chain. The ViJi product was brought into the K3 portfolio as part of K3’s recent acquisition of the French based business, ViJi SAS, and is core to our vision to help the fashion and apparel industry to become more sustainable.

Third Party Solutions: In addition, K3's portfolio includes leading industry and vertical ERP solutions including:

- Global Accounts: is our relationship with Inter IKEA Systems B.V. (the owner and franchisor of the IKEA concept) and the Inter IKEA Concept franchisees. The backbone of our activity is the development of the core IKEA solution for franchisees and supporting franchisees with the IT infrastructure, integration and system enhancement that underpins all IKEA franchisee stores and back-office solutions
- SYSPRO: providing Syspro based software, services and maintenance and support to the UK manufacturing vertical

Our supply chains

We have assessed our key supplier relationships in the context of modern slavery, and believe they fall into the following key categories:

- Third party software and associated service suppliers, where we resell or introduce those third party products. Some of our key suppliers in this category are Microsoft and Syspro, but we also resell a number of other third-party software products and services;
- Third party suppliers of IT consultants/professionals for the development of our own products and for our services offering; and
- Suppliers of hardware, hosting infrastructure and other IT components for the provision of our hosting, hardware support, and Danish SaaS offerings.

Our high level risk and new activities

We have assessed the territories within which we carry out our business by reference to the Walk Free Foundation Global Slavery Index and identified that (other than Malaysia, a country which is deemed by the Global Slavery Index to have an above average risk of forced labour) we generally do not operate from areas seen at high risk of forced labour. In addition, the sector within which we operate is relatively low risk in respect of human trafficking and slavery in our own workforce.

We have also assessed our key supplier relationships, many of which are businesses based in the UK or Europe, and which themselves (including Microsoft) appear to have robust policies and processes to combat modern slavery.

Notwithstanding this, we are aware that we cannot be complacent on combatting modern slavery, and the global nature of our business and that of some of our suppliers may present some inherent risks.

Our policies and effectiveness relating to modern slavery and human trafficking

We have robust policies in place that combat any risk of modern slavery or human trafficking within our own workforce:

- We have in place recruitment policies which include right to work checks and adhere to minimum wage obligations in each territory in which we have a presence;
- We also carry out additional background checks on all new UK employees commencing work with the Group;

- We hire any apprentices through reputable training providers, and ensure all employees (including apprentices and interns) are paid at least minimum wage;
- We train and brief our applicable HR personnel on the applicable policies and procedures relating to recruitment and right to work checks.

We also have in place a formal written whistleblowing policy, applicable to all employees and workers in the Group, which facilitates the transparent reporting of non-compliance including with modern slavery legislation.

In relation to the effectiveness of these processes and policies, no issues of non-compliance have arisen during the 2022 financial year, whether reported under whistleblowing policies or otherwise.

What we have done in the Financial Year 2022

In the financial year ending 30 November 2022, we have:

- Following the appointment of a new Chief People Officer, we have continued our move to a more centralised Group HR function, enabling us to co-ordinate and implement our policies and procedures across the Group more effectively;
- Continued the process of rolling-out across our Group the adoption of new contract terms and conditions with our customers and contractors, which include more robust provisions around modern slavery legislative compliance; and
- *Continued utilising the services of a single global service provider to provide services relating to immigration matters and visa processing for all of our Group businesses, to enhance the consistency of our operations and provide further assurances on compliance.*

Continuing our efforts – plans for the 2022/2023 financial year

In the 2022/2023 financial year we plan to focus on an assessment of our processes to evaluate any key or higher-risk suppliers and partners and their policies and practices for compliance, as appropriate.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015

This statement has been signed by Robert Price, CFO and Director

For and on behalf of K3 Business Technology Group plc

Subsidiary Group Companies (non-dormant):

DdD Retail A/S	Denmark
Retail Support International ApS	Denmark
DdD Retail Norway AS	Norway
DdD Retail Germany GmbH	Germany
DdD Retail Sweden AB	Sweden
K3 BTG Limited	England and Wales
K3 Business Technology Group PLC	England and Wales
K3 FDS Limited	England and Wales
NexSys Solutions Limited	England and Wales
K3 Systems Support Limited	England and Wales
K3 Software UK Limited	England and Wales
K3 Business Solutions B.V.	The Netherlands
K3 Holdings B.V.	The Netherlands
K3 Software Solutions B.V.	The Netherlands
K3 Solutions B.V.	The Netherlands
K3 Business Technologies Ireland Limited	Republic of Ireland
K3 Business Solutions Pte Limited	Singapore
K3 Business Solutions ehf	Iceland
K3 Software Solutions LLC	USA
K3 Business Solutions SDN BHD	Malaysia
ViJi SAS	France