



Kallidus Modern Slavery Statement



Kallidus Modern Slavery Statement

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Kallidus has taken and is continuing to take to ensure that modern slavery and human trafficking are not taking place within our business or supply chain.

This statement relates to actions and activities during the financial year [1st July 2024 to 30th June 2025].

Our Commitments

Kallidus is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities' employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

All our Kallidus recruitment and people processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Kallidus is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational structure and supply chains

Kallidus is a SaaS software company that provides HR and L&D software that operates in the UK, North America, Europe and Asia. Kallidus Ltd is headquartered in Bristol, United Kingdom.

Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains.

Relevant policies

We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations. All of the below policies can be found on the [People and Culture hub](#).



- **Kallidus Whistleblowing policy**

We encourage our employees, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, our organisation. Our whistleblowing procedure is designed to make it easy for employees to make disclosures, without fear of retaliation.

- **Kallidus Code of Conduct policy**

We make clear to employees the actions and behaviour expected of them when representing our organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour.

- **Global Recruitment Policy** We use only specified, reputable employment agencies to source labour.

- **Kallidus Equal Opportunities and Diversity Policy**

We reflect our commitment to fairness, inclusion, and respect for all individuals helps ensure that all employees are treated with dignity and respect, regardless of their background.

- **Kallidus Harassment and Bullying Policy**

We aim to promote of a safe, respectful, and ethical working environment, to help prevent any kinds of exploitation, whilst fostering a culture of respect and accountability.

- **Health & Safety**

We commit to providing a robust health and safety policy to help ensure that all employees are working in conditions that meet legal and ethical standards, protecting them from physical and psychological harm

Due diligence

Kallidus undertakes due diligence when considering taking on new suppliers and ensures that they comply with the Modern Slavery Act 2015 as part of the new supplier set up process.

Training

Kallidus provides online Modern Slavery training which can be accessed by all employees via our learning management system, to reinforce our responsibilities in relation to the Modern Slavery Act 2015 and help identify, recognise and report signs of modern slavery.

Our modern slavery training covers the following areas:



- Our obligations under modern slavery legislation.
- Identifying the different forms of modern slavery.
- Recognising signs that modern slavery could be occurring.
- Explain how to report slavery when you suspect it.

Awareness-raising programme

As well as training staff, we have raised awareness of modern slavery by including a Modern Slavery Fact Sheet on our [Factsheets and Information](#) area in SharePoint.

The fact sheet covers the following:

- Why modern slavery matters to us.
- How modern slavery might appear at work.
- What to do if an employee suspects modern slavery.
- External and internal help and support that is available.

This statement has been approved by Patrick Cannon, COO, for the financial year ending 30th June 2025.

This statement will be reviewed and updated every financial year.