



Shaping Cloud Ltd

Modern Slavery and Human Trafficking

STATEMENT FOR FINANCIAL YEAR 2023

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Introduction

This statement is made on behalf of Shaping Cloud Ltd pursuant to the section 54(1) of the Modern Slavery Act 2015 and comprises our slavery and human trafficking statement. Though we are not obligated under the act to publish this statement, we do so to demonstrate that we are committed to improving our practices to combat slavery and human trafficking.

Our Business

Founded in 2010, we are an IT Professional Services company, providing advisory, migrations and managed services to UK based clients focusing on Digital Transformation and Cloud based technologies. Most of our clients are enterprise sized organisations, primarily within the UK Public Sector (Local and Central Government, NHS, Legal, and Finance sectors).

We currently have less than 50 employees who are all home based, but we maintain shared office spaces in Manchester, London, Reading, and Wales. We aim to keep our female / male staff ratio at a 50% mix and have a diverse workforce generally. We have two business units: Managed Services and Professional Services, who work together to provide all our services.

Our Supply Chain

Our supply chains include outplacement of certain routine administrative tasks that are commoditised in nature, including:

Outplacement of Legal services.
Outplacement of Accounting services.

Subcontracting of:

- Complementary IT Services, e.g. telecoms, certified security testing, and additional temporary technical staff.

All outplacement and subcontracting services are with onshore organisations and personnel.

Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. As a technology consultancy, our supply chains are relatively straightforward, consisting mainly of partnerships with software providers, IT hardware suppliers, and professional services contractors. We work closely with reputable and trusted suppliers, many of whom have their own commitments to preventing modern slavery.

We commit to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business and in our supply chain.

Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify, monitor and mitigate against industry and business transaction risk, we have in place policies and systems across our business; our trading partners; and our supply chains to:

- Identify inappropriate employment practices.

- Identify, assess and monitor other potential risk areas.
- Mitigate the risk of slavery and human trafficking occurring.
- Protect whistle-blowers.
- Investigate reports of Modern Slavery.

Supplier Adherence to our Values and Ethics

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values, we operate in line with principles of responsible sourcing, including paying employees at the prevailing minimum wage applicable within their relevant country of operations.

We include a Supplier Code of Conduct within our supplier contracts, which outlines our expectations. The relevant account managers will monitor and enforce compliance of the Supplier Code of Conduct.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, in our supply chains and in our business partners, we provide relevant training to our employees.

Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st December 2023.

We will continue to review and strengthen our practices to ensure that modern slavery and human trafficking have no place within our business or supply chains. Our commitment to ethical practices will remain central to our operations as we grow.

Signed by Helen Gerling, Chief Executive Officer



For and on behalf of
Shaping Cloud Ltd