



**Modern Slavery and
Human Trafficking Statement
November 2023**

Modern Slavery and Human Trafficking Statement

This Modern Slavery and Human Trafficking Statement is published in accordance with the Modern Slavery Act 2015 and sets out the steps that SaaScada Ltd and relates to activities for the financial year ending March 2023.

SaaScada is committed to preventing slavery and human trafficking violations in our own operations and supply chain.

About SaaScada



SaaScada was founded from a desire to provide first class banking capabilities for everyone. Our business grew from a successful venture we initially pioneered in 2012 to provide banking services to customers who were underserved by mainstream banks.

We continue that approach today, by working closely with our customers to ensure that they can create new and innovative solutions for their customers – big and small. Our cloud native core banking engine enables financial institutions, and other organisations to provide their customers with products and services usually only available to the biggest and wealthiest clients.

SaaScada's industry proven cloud native core banking engine enables organisations to unlock trapped customer value, mitigate risks and drive real-time data insights. By rearchitecting how core banking services are delivered, SaaScada simplifies and accelerates the process of developing new products and services – enabling launch in months instead of years in a cost effective, compliant, and secure way.

Our core banking solution can enable existing financial institutions to take their offerings to the next level, challengers to build from the ground up, and non-banking organisations to embed fintech to grow their business.

SaaScada working practices



SaaScada's working practices are the foundation of our commitment to ethical business practices and legal compliance. These practices define business conduct everywhere we operate and provide guidance in addressing the business, legal and ethical issues encountered while performing daily work or making decisions on behalf of SaaScada. It applies equally to full-time, part-time, temporary employees and contractors globally.

We have aligned our working practices with the ten principles of the United Nations Global Compact on the four issue areas of Human Rights, Labour, Environment and Anti-Corruption, as well as the OECD Guidelines for Multinational Enterprises. We reinforce our commitment to respect and support the values of the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work by integrating human rights considerations into our business operations.

SaaScada working practices continued...



We respect government policies in the countries where we operate, while seeking ways to honour these global principles and our commitments strongly align with the United Nations Sustainable Development Goals.

SaaScada is UK based company although our business is subject to the laws of many different countries as we operate Internationally . In order to conduct our business on a daily basis, we interact with a variety of stakeholders. We are committed to interacting with stakeholders in a respectful, ethical manner and in compliance with all the local and international laws of the countries in which we operate.

Our continued commitment to ethical business practices and legal compliance is reviewed annually.

Our commitment



SaaScada is committed to creating an open, fair, equal opportunity and honest work environment where all employees are treated with respect and courtesy in an inclusive, productive and safe work environment.

The work environment at SaaScada is free of any type of harassment based on race, religion, national origin, colour, gender, age, marital status, sexual orientation or disability or any other personal traits or characteristics that are not work- related. We condemn forced or compulsory labour practices. We comply with local minimum age laws and requirements and do not employ children. Any behavior contrary to this principle will not be tolerated whether it is coming from an employee, client, partner, or supplier.

SaaScada acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. SaaScada understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Our governance and due diligence



We have integrated responsibility into our organisational structure and corporate governance, by ensuring that Board is responsible for the adherence and oversight of our processes. The purpose of this is to oversee management's efforts to foster a culture of sustainability, responsibility and ethics within the company.

As an international business, we understand the responsibility that comes with that role and we are committed to working with our employees, contractors and suppliers to build sustainable business relationships, based on Fair Labour Standards and Respect for Human Rights. Preventing modern slavery requires collaboration, persistence, ongoing due diligence and continuous improvement.

Our governance and due diligence cont...



SaaScada will not knowingly appoint or contract with any person who has been convicted of or prosecuted in any jurisdiction in relation to an offence or alleged offence under any Anti-Slavery Law. We require both customers and partners to provide information about their modern slavery statement as part of our contractual processes.

The Board formally discusses on CSR and Ethics matters at Board meetings.

Our supply chain



SaaScada has a zero-tolerance policy towards slavery and require our supply chain to comply with our values. SaaScada does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

In order to fulfil our activities, SaaScada works with a number of partners and suppliers to provide services to our customers. The main supply chains include those related to the supply of technology from various suppliers in both Europe and the United Kingdom.

SaaScada's suppliers are expected to adhere to the high standards of ethical behaviour and regulatory compliance and comply with all applicable statutory and other regulatory requirements. They are also encouraged to communicate any concerns they might have related to a possible breach.

Due diligence for our supply chain



SaaScada works only with suppliers who are committed to preventing modern slavery. Our standard terms and conditions for suppliers explicitly state that the supplier must not engage in modern slavery, child labour or any other inhumane treatment.

Training and awareness



At SaaScada, we constantly seek opportunities to raise awareness among employees, contractors and suppliers on aspects of responsible business, including human rights. Training about slavery, human trafficking and human rights is part of the compulsory training that all employees and contractors take annually during their employment with SaaScada.

Assessment and management of risks



We have integrated responsibility into our policies and processes, our business planning, measurement and reporting systems, our management practices, decision-making and governance; in other words, into the way we operate. We respect and support the values of the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and the International Labour Organization's (ILO).

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Assessment and management of risks cont...



Risk management is an integral part of the business process. Regular risk assessment is performed, and key risks are reviewed by the Board. We work with a systematic, risk-based approach, while also having introduced effective audit mechanisms for identified cases of high-risk suppliers, as well as grievance mechanisms for both employees and suppliers on procurement issues.

Sustainability assessments are part of the new supplier selection process and the annual supplier performance and risk assessment activities. We encourage our suppliers to develop responsible practices.

SaaScada measures the effectiveness of the steps taken to ensure that modern slavery is not taking place in our operations and suppliers through regular reporting and dialogue with all stakeholders.


Conclusion



SaaScada is committed to continuous monitoring of activities to identify, prevent and remedy modern slavery abuses in our own operations or supply chain. This statement was approved by the board of directors and signed by our CEO who will ensure it is reviewed and amended as appropriate, annually.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval... 01/11/23

Signed... 

Nelson Wootton, Founder and CEO

Date... 01/11/23



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SaaScada
cloud native core banking

SaaScada Ltd is registered in England and Wales
with the company number no. 09146473