

## **Slavery and Human Trafficking Statement**

### **Financial Year ended 31 December 2020**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and describes the actions taken to ensure that our business and our supply chains are free from slavery and human trafficking.

#### **Our Business and Organisational Structure**

Outsourcing UK Limited is the parent company of Liberata UK Limited (“Liberata”), CDER Group Limited (“CDER”), Veracity OSI UK Limited (“Veracity”), Ntrinsic Consulting Limited (“Ntrinsic”), and Allen Lane Limited (“Allen Lane”). It is wholly owned by Outsourcing Inc., an international company headquartered and quoted in Tokyo. The company is organised into two divisions; Professional Services and Debt Resolution.

The Professional Services division, which comprises Liberata, Veracity, Ntrinsic and Allen Lane, specialises in business process outsourcing, transaction processing, data management, IT and business services, consulting services and recruitment and resourcing services. The Debt Resolution Division, comprising CDER Group and its subsidiary companies, carries out a complete range of debt enforcement, debt recovery and related services for Central and Local Government and commercial clients.

Liberata is a provider of business and professional services including process outsourcing and automation, operating exclusively within the UK, primarily within the public sector market where it provides specialist business process and transaction management services to central and local government.

CDER Group is a provider of debt enforcement, debt recovery and related services. These include the collection of Council Tax and Non Domestic Rates, Magistrates Court fines and Local Authority debts; the collection of commercial debts and commercial rent arrears; parking, road traffic and road user charging; property inspection services; the execution of Arrest Warrants and tracing and investigation services.

Veracity is a business consultancy specialising in the provision of managed services across both public and private sectors, specifically in Financial Services, Technology and Digital, Commercial and Contract Management and Portfolio, Programme and Project Management.

Allen Lane provides specialist recruitment services to the Public and Not-For-Profit Sectors in the areas of Executive Appointments, Finance, Consultancy, IT, Project Management and Procurement.

Ntrinsic is an IT recruitment services provider. It is an Oracle Gold partner and provides recruitment services across the SAP, Cloud and data technology sectors.

#### **Our subsidiaries**

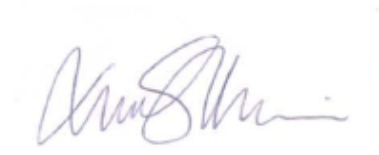
Our business operations are conducted through our subsidiaries and with a small group of professional advisers, such as our independent auditor. Outsourcing UK Limited has no employees. We therefore believe it to be highly unlikely that there is slavery or human trafficking within our direct operations and we have not presently taken any steps as a business to combat modern slavery or human trafficking. However, we recognise the importance ensuring that our business and supply

chains remain free from slavery and human trafficking, and we will adapt our policies and procedures to reflect relevant changes to our business when these occur.

Our subsidiaries, Liberata, CDER Group, Veracity, Allen Lane and Ntrinsic have all, independently, published their own slavery and human trafficking statements which detail the steps which they have each taken to address the risks of slavery and human trafficking in their respective businesses and supply chains.

We are confident that the steps taken by our subsidiaries are sufficient to safeguard against the risks of modern slavery and human trafficking as they currently affect our business.

Signed

A handwritten signature in blue ink, appearing to read 'Charlie Bruin', is enclosed in a light blue rectangular box.

Name of Director

Charlie Bruin

Approved by the Board of Directors of Outsourcing UK Limited