



For financial year ending 31 May 2016

Introduction

Open International is one of the leading technology partners to general insurance brokers in the UK and Irish markets. It is a highly successful and growing organisation with a strong track record of innovation that stretches right the way back to 1979. Today, the Group employs more than 400 people across a number of businesses and locations. The Group comprises Open GI Ltd, Open GI London and Open GI Ireland.

As part of our culture of good governance and good business Open International is committed to opposing modern slavery and human trafficking in any form and preventing this by whatever means we can. We have a zero-tolerance approach to the exploitation of individuals and any offences covered by the Modern Slavery Act 2015.

Supply chains

Open International is a UK based operation sourcing goods and services from predominantly UK based suppliers whose supply chains extend globally. We acknowledge that no supply chain can be considered entirely free from the potential for slavery or human trafficking to occur and we are taking further steps to assess potential high risk areas, communicate our approach and take appropriate action.

We do not have an extensive number of suppliers, but we already believe our existing selection process should allow us to mitigate risk of slavery and human trafficking existing in our supply chains.

We are committed to doing more to combat any potential risks and therefore in addition to already ensuring that new suppliers operate within an ethical code of practice, taking into consideration their internal practices (operational and employee) we are currently undertaking a review of all of our suppliers to assess levels of risk and take action accordingly. We are paying particular attention to our supply chains which deal with the procurement of office supplies, building materials and IT equipment, as well as focusing on our recruitment partners, catering and cleaning suppliers.

Employees

In order to ensure that employees are treated with dignity and respect throughout their career, Open International has an established suite of robust HR policies and procedures which we believe mitigate the potential for slavery and human trafficking associated to the business.



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These policies and procedures are regularly reviewed to ensure compliance with legislation and best practice.

Open International's employees are encouraged to report any concerns related to its direct activities or those of its supply chain, and to provide further assurance to employees wishing to do so, Open International has an established whistleblowing policy.

Open International ensures compliance with all regulations relating to the rights of workers, and the right of potential and existing employees to work in the UK. As part of the employee induction process, and at regular intervals during their employment, employees are required to complete equality and diversity training, which now also addresses slavery and human trafficking.

A handwritten signature in black ink, appearing to read 'C Ralph'.

Charlie Ralph
Chief Financial Officer