



Modern Slavery Act 2015: Slavery and Human Trafficking Statement 2024

Strada does not tolerate modern slavery or human trafficking in our organization or in our supply chain. This statement sets out the steps we have taken to eliminate, as far as possible, the risk of modern slavery and human trafficking taking place.

STRADA GROUP

Strada is a technology-enabled, people powered company committed to delivering world-class payroll, human capital management, and financial management solutions to organizations globally. With a team of more than 8,000 professionals, Strada blends leading-edge technology with human ingenuity to help businesses across the globe design and deliver at scale. Supporting over 1,400 customers in 33 countries, Strada partners with customers at every stage of their journey, to help drive their vision to value. Discover how Strada can help drive your vision forward at www.stradaglobal.com

STRADA UK BUSINESS

The activities of Strada UK are payroll, human capital management, and financial management solutions in the UK and internationally. Strada UK is organised into the following business units:

- **Cloud Deployment Solutions:** deploying cloud-based HR and financial solutions for our clients. This includes configuring business processes, converting data from existing systems, building integrations to and from other systems.
- **HR & Financial Solutions:** partners with organisations to solve their most complex human capital and related financial challenges. We are dedicated to improving business performance and our client's employees experience. We make it easier for employees and employers to make smart decisions about how to manage work and life events. We do this by providing the full end-to-end experience, helping clients navigate everything from the process and technology deployment, to administration, end user and ongoing technology support.
- **Payroll:** Global payroll from Strada provides a complete, harmonized experience based on innovation, technology and expertise to elevate organisations payroll operations no matter the scale. The cloud-based platform unifies payroll and HR in one place, creating a streamlined and standardized experience for organisation's multi-country workforces. Powered by automation, the technology provides a single platform and experience to review, manage, process, report and analyze payroll globally.

SUPPLIER DUE DILIGENCE

Experts do not consider the business sectors in which Strada operates to be high risk for slavery and human trafficking; Strada does not have intricate supply chains, or multiple levels of contracting. Our procurement process includes vetting every new supplier and carrying out a risk assessment based on the nature of the products and/or services being provided. All our suppliers are expected to comply with all local and national laws, rules and regulations.

Strada has zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values; furthermore, our standard contract templates address compliance with the Modern Slavery Act 2015.





As part of our initiative to identify and mitigate risk we have in place systems to:

- Where possible, build long-standing relationships with suppliers and make our expectations of business behaviour clear; and
- Encourage the reporting of concerns and protect whistle-blowers.

Supplier responses are taken into consideration when short-listing and we make any concerns known to the supplier. Should suppliers fail to live up to our expectations or be unwilling to make changes we would cease to engage with them.

All our colleagues are expected to raise any concerns they may have about slavery and/or human trafficking within our business and/or supply chain; and managers are accountable for acting on any such concerns. Colleagues and external parties may raise concerns at any time through our ethics contact helpline.

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 current financial year as approved for and on behalf of the following Strada UK companies:

For and on behalf of **Alight Solutions Europe Limited**

Signed by:

Gillian Nolan

64F4B6ED235E496...

Gillian Nolan, Director

For and on behalf of **Northgate Information Solutions Limited**

Signed by:

Gillian Nolan

64F4B6ED235E496...

Gillian Nolan, Director

