

The Sage Group plc

Anti-Slavery and Human Trafficking Statement



Introduction

At Sage we are passionate about doing business the right way, and always staying true to two of our core company values – Do the Right Thing and Make a Difference. We are strongly committed to ensuring that our organisation is free from slavery and human trafficking and that all Sage colleagues as well as the people who work on our behalf are protected. We envision a world where all people and communities thrive because they are living with economic stability and social equality. For us, this is the right way to do business.

Organisational Structure and Background

Sage is a market leader for integrated accounting, payroll and payment systems, supporting the ambition of the world's entrepreneurs.

Sage began as a small business in the UK 35 years ago, and over 13,000 colleagues now support millions of entrepreneurs across 23 countries as they power the global economy. We reinvent and simplify business accounting through brilliant technology, working with a thriving community of entrepreneurs, business owners, tradespeople, accountants, partners and developers. As a FTSE 100 business, we are active in supporting our local communities and invest in making a real difference through the philanthropy of the Sage Foundation.

Our colleagues

Sage operates a rigorous recruitment selection process for all hiring decisions which includes obtaining documented proof of the individual's right to work in the country in which they will be employed. We will always pay colleagues at least the minimum wage rate applicable in the geography in which they work.

Sage is passionate about doing business the right way, and all of our colleagues are required to demonstrate the highest ethics.

All colleagues are guided by the five values which we share. These shape how we think, plan and make decisions to deliver operational excellence and best serve our customers.

Our Code of Conduct provides a clear set of rules for all colleagues and the standards of behaviour expected. We take compliance with our Code of Conduct extremely seriously and colleagues are trained on the Code and required to certify compliance with its principles.

We provide a confidential helpline for colleagues to raise concerns about anything they see which goes against our Code and this helpline is available 24 hours a day, 7 days a week. Calls made to the helpline are monitored by our General Counsel & Company Secretary.

Our Supply Chain

We have carried out an analysis of our supply chain and the majority of the spend with third party spend is in IT, marketing, real estate and facilities and professional services. Spend commitments are made using written contracts and we do not pay cash for services. Our major suppliers are large multinational companies who have their own ethical standards of behaviour in place.

Given the nature of Sage's business, we believe the risk of modern slavery in our supply chain is low compared to businesses operating in other sectors. However, we do not intend to be complacent and will continue to work to improve our policies and procedures to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

We recognise that facilities management support – namely security guards, cleaning and catering – may be a potential touch point for modern slavery within our supply chain. Within this area we are in the process of appointing a reputable global property consultancy firm to perform these services on our behalf.

Our standard form procurement contracts include language requiring suppliers to comply with applicable anti-slavery and human trafficking legislation, including the Modern Slavery Act 2015.

Plans for the next financial year

We are currently reviewing our entire procurement process and will be introducing specific measures through our Procurement Life Cycle Policy to ensure that our obligations under the Act are passed through our supply chain. Our Procurement team will be educated in the Act and we will introduce key control points on modern slavery during our diligence, selection and contracting process.

We shall be updating our Code of Conduct and the associated training and certification to include the Modern Slavery Act 2015.

During FY17 we will be rolling out new standard form Procurement contracts which will include commitments from suppliers on anti-slavery and human trafficking. Our new supplier anti-slavery and human trafficking policy will form part of the mandatory policies to which our suppliers have to adhere.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Sage Group plc's slavery and human trafficking statement for the financial year ending 30 September 2016 and has been approved by the Board of The Sage Group plc.



Stephen Kelly
Chief Executive Officer
The Sage Group plc
Date: 30 September 2016