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# Slavery and Human Trafficking Statement

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# Slavery and Human Trafficking Statement 2018

## ORGANIZATIONAL STRUCTURE AND BUSINESS

Granicus provides technology that empowers public sector organisations to create better lives for the people they serve. By offering the industry’s leading cloud-based solutions for communications, meetings and agenda management, and digital services to more than 3,000 public sector organisations including 150 central and local government agencies in the UK, Granicus helps turn government missions into quantifiable realities. Granicus products connect more than 150 million people, creating a powerful network to enhance government transparency and citizen engagement.

Granicus’ mission statement aims to increase citizen participation, in an effort to increase the institutions’ transparency and drive modernization. This is a goal that goes hand-in-hand with ending slavery and human trafficking, both by increasing government efficiency to stop the aforementioned crimes, but also holistically by pushing a broader human rights agenda via citizen participation.

## LEGAL AND COMPLIANCE POLICIES

Employees are required to read and agree to the requirements of the Employee Handbook. Granicus’ policy on Unacceptable Use of Computer Systems bans and ensures “using the company’s computers, systems and/or services to perpetuate fraud, misrepresentation, or any illegal or criminal activity.”

## SUPPLY CHAIN

Granicus provides services directly to clients, as well as utilizing the procurement method, G-Cloud. As stated in G-Cloud’s terms and conditions, the procurement method can be subjected to an audit, which includes gathering information on other aspects of the delivery of the services including a review of compliance with any UK legislation.<sup>1</sup>

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<sup>11</sup> Clause 7 Section 11. Government Digital Service (UK), *G-Cloud 9 Framework Agreement*, 2 July 2018  
<https://www.gov.uk/government/publications/g-cloud-9-framework-agreement/g-cloud-9-framework-agreement--2>

## **PROVIDE SERVICES TO COMBAT HUMAN TRAFFICKING AND REPORT MODERN SLAVERY**

Granicus is proud to provide services to the Department of Homeland Security (DHS), specifically their Blue Campaign online training to combat human trafficking. This technology aims to help citizens identify and act upon signs of human trafficking encourage users to complete their training and provide discussion forums. While the service originally trained 22 component agencies and 95 interagency training partners of the Department of Homeland Security, the project has spread to include a variety of workers and citizens, not just members of DHS.<sup>2</sup> For example, hospitality employees in local counties must also take awareness training provided by Granicus to identify and stop human trafficking.<sup>3</sup>

## **EMPLOYEE TRAINING AND RECRUITMENT**

Granicus is committed to an equal opportunity policy, which makes full use of the talents and resource of its staff to provide a healthy environment which encourages good and productive working operations within the organisation.

Granicus is committed to conducting business with honesty and integrity and the company expects all staff to maintain these high standards. Granicus takes a zero-tolerance approach to bribery and corruption and is committed to acting professionally, fairly and with integrity in business dealings and relationships.

Granicus offers protection and support for whistleblowing activity, which protects whistleblowers from detrimental treatment as a result of raising a genuine concern.

Granicus offers training sessions regarding preventing and detecting modern slavery. Granicus has made the Modern Slavery UK Module available to all employees within the United Kingdom. The training module is available on Granicus' Learning Management System (LMS). In addition, information on how to raise complaints within the company is handed out in conjunction with the training module available on LMS. Not only is this training module available to low-level Granicus employees, but it is available to the Executives as well. This means that Granicus' decision-makers are well equipped to make the right decisions and ensure that Granicus does not participate with suppliers who participate in abhorrent acts such as human trafficking and slavery. Finally, the LMS allows for feedback following a module. This allows employees to provide important feedback on the effectiveness of the company's training, which

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<sup>2</sup> Chakrabarty, Sonia, *10 Tips for improving Digital Experience*, Granicus.com. 23 May 2016  
<https://granicus.com/blog/10-tips-for-improving-digital-experiences/>

<sup>3</sup> Chakrabarty, Sonia, *Inspiring Engagement Through Learning*, Granicus.com. 25 February 2016.  
<https://granicus.com/blog/inspiring-engagement-through-learning/>

assists in ensuring that training regarding the prevention of slavery and human trafficking will continue to be accurate, effective and valuable.

## RISK ASSESSMENT AND MANAGEMENT

Granicus is one of 21 companies in the world that has gone through the rigorous process to become FedRAMP certified. FedRAMP follows the NIST 800-53r4 standard and guarantees that there is a specific, testable security baseline in place that has been reviewed by not only an independent auditor, but also by the Chief Information Officers of the Department of Defense (DoD), Department of Homeland Security (DHS), and General Services Administration (GSA), ensuring that there is a great foundation in place. Even further, Granicus' level of certification includes monthly meetings with DoD, DHS and GSA to ensure that Granicus is fixing any issue that comes up. It also means that Granicus has the seal of approval from GSA, DHS, and DoD.<sup>4</sup>

## MOVING FORWARD

Slavery and human trafficking are condemnable practices that are persistent in many economic sectors and can be traced back to suppliers and producers. Granicus maintains its practices to guarantee the company's security, its clients' data, and to ensure that Granicus is operating in compliance. Granicus maintains that modern slavery does not take place in its business operations or supply chain.

This statement has been approved by Granicus' board of directors.

Signature



Name

MARK HYNES

Date

9/20/2018

<sup>4</sup> White, Chris, *GovDelivery's FedRAMP Journey*, Granicus.com, 19 April 2016.  
<https://granicus.com/blog/govdeliverys-fedramp-journey/>

## WORKS REFERENCED

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