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Modern Slavery Act Statement

1. MODERN SLAVERY ACT STATEMENT FOR FINANCIAL YEAR ENDING 31 December 2026

1.1. This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Fourth Limited ("Fourth") has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

1.2. Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Despite being a low-risk business, Fourth has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically, with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

2. OUR BUSINESS

2.1 Fourth is a leading provider of Software as a Service (SaaS) to the hospitality industry and has operations throughout the world, including in Europe, the USA and Dubai. Our registered office is at Forum St Paul's, 33 Gutter Lane, Second Floor, London, EC2V 8AS and our Company number is 03887115. The following link includes further information about what our company does, the number of customers and users we have and where we operate; https://uk.fourth.com/company/about.

3. OUR POLICIES

3.1 We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include the following:

3.1.1 Modern Slavery Act Policy. This policy sets out our organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.

3.1.2 Controls in place to ensure:

a. All staff are assessed for their right to work;

b. Workplace equality policies are in place;

c. Wages and benefits comply with relevant government legislation.

4. OUR SUPPLIERS

4.1 Fourth operates a supplier policy and maintains a preferred supplier list. We aim to conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to check that a particular organisation has never been convicted of offenses relating to modern slavery.

4.2 In addition to the above, our current suppliers will be required to confirm to us that:

4.2.1 They have taken steps to ensure that they comply with the Modern Slavery Act 2015;

4.2.2 They hold their own suppliers to account over modern slavery;

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4.2.3 For UK-based suppliers: they pay their employees at least the national minimum wage/national living wage.

4.3 The majority of our supplier relationships can include the following:

a) Suppliers that assist in delivering our solutions and products (such as hosting providers, software providers and hardware providers);
b) Recruitment providers;
c) Marketing companies;
d) External advisers; and
e) Providers of office services such as cleaning and catering.

5. TRAINING / AWARENESS

5.1 Fourth's Modern Slavery Act Policy will be circulated to all members of staff. The Modern Slavery Act Policy lists the signs of modern slavery and explains to employees what to do if they suspect that it is taking place within our supply chain.

6. OUR PERFORMANCE INDICATORS

6.1 In order to monitor the effectiveness of the steps we have taken to stop slavery and trafficking taking place in our business and supply chains, we intend to use the following performance indicators for the year ahead:

6.1.1 We will issue and publish our Modern Slavery Act Policy to our workforce and on our website, setting out our stance in relation to modern slavery.

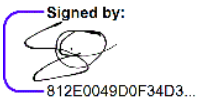
6.1.2 We will send this Statement to our suppliers, setting out our zero-tolerance approach to modern slavery and require them to confirm that they will adhere to the principles set out in the Statement.

6.2 As referenced in this Statement, we will monitor the need for further action to be taken and other key performance indicators to be implemented as we continue our risk assessment and due diligence activities.

This statement has been approved by the organisation's board of directors who will review and approve it annually.

Approval for this statement
This statement was approved by the Board of Directors.

Name: Scott Collison (CEO)

Signature: 

Date: 10 June 2026

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