

Kainos WorkSmart Limited

			impact on staff mobility.	customers being UK public sector organisations.
	Exchange rate fluctuations	Material detrimental movements in foreign exchange rates.	Could harm Kainos' revenue, profit, growth and cash flow over a sustained period.	There is a documented treasury policy which is reviewed and approved annually to mitigate currency risk.
Legal and compliance risk	Non-compliance with laws and regulations	Kainos has to comply with laws and regulations applicable to the Kainos group and design its products and services to meet laws and regulations applicable to its customers.	Non-compliance could expose Kainos to liability and/or fines, negatively impact profit and cash flow in the short term and cause reputational damage.	<p>Kainos has a finance and legal teams review draft and current regulatory and legislative requirements, including, for example, MiFID II and GDPR and provides an impact assessment for the products and services that we deliver to customers.</p> <p>Kainos' internal processes and systems are monitored with a view to ensuring compliance with applicable laws and regulations.</p> <p>Kainos have processes in place designed to ensure awareness of regulatory requirements and that the relevant information is appropriately disseminated. There are well established training and awareness activities.</p> <p>In relation to bribery and corruption, Kainos have an established ABC policy.</p>

Environment

The Company recognises the importance of meeting globally recognised corporate responsibility standards.

The Company endeavours to minimise energy and natural resource usage, support the reduction and recycling of materials and ensure the legal disposal of waste arising from the activities of the business. Kainos encourages employees to reduce their usage of those resources and sets policies and procedures to assist in this so that productivity is not negatively impacted. During the year the Company has continued to make a concerted effort to reduce its carbon footprint through initiatives across the business. Further detail on the initiatives introduced is documented in the Group accounts of Kainos plc.

At a Group level Kainos has used the GHG Protocol Corporate Accounting and Reporting standard (revised edition) and emission factors from the UK government's GHG Conversion Factors for Company Reporting 2019 assess the environmental impact of business operations.