Jonas Software - UK
Section 172 statement
Year ended 31 December 2021

Introduction
The Group’s business model and strategy is to acquire vertical market software companies and to
develop and improve their operations, along with supporting their products for life. The Group share
expertise and best practise through the diverse range of companies and teams, adding to Jonas’
success and to the benefit of its members.

Employees
Jonas believes that its employees are the most important resource, and this can be seen in the UK’s
Training and Development Initiative, which provides a huge range of accessible training to all teams
and levels across the UK. In addition to this, Jonas has a high level of centralised resources and policies
available to all employees to ensure support is always available. In particular, since Covid -19, Jonas
has ensured that an employee wellbeing strategy is in place to promote and focus on the health and
wellbeing needs of our employees.

The Group’s business relationships
The Group’s business relationships with suppliers, customers and their partners are
committed to at a business unit level, where Jonas can understand their specific needs in
relation to theirs and our operations. Jonas engages with its customers, suppliers and partners
regularly through meetings, calls, surveys, conferences and other events throughout the year.
Jonas is committed to working with its customers to deliver social value through impactful
engagement within their local communities.
At a Group level, Jonas has invested in a Third Party Risk Assessment platform to assess and
record Modern Slavery risk throughout the UK, and to enhance our knowledge of our
partners.
Centralised retention and disposal policies are also applied in relation to our computer
hardware to ensure that these assets are managed responsibly, partners such as a specialist
WEEE recycling organisation are used.

Business Operations
Management operate the businesses within the Group in a responsible manner by
maintaining high standards of business conduct, and its intention is to consider all members
of the Group equally and fairly.