

Section 172 statement

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, with a Covid - 19 induced lockdown, 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, survey, conferences and other events throughout the year. The Group are committed to working with its customers to deliver social value through impactful engagement within their local communities. The Group also have centralised retention and disposal policies for our computer hardware to ensure that these assets are managed responsibly. In 2019 computers were donated to ComputerAid, a charity that provides access and education to developing countries, whilst in 2020 most hardware was deployed to employees to support working from home during the Pandemic, other assets were collected by a specialist WEEE recycling organisation where they dismantle and salvage parts.

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.