

## SAEPIO INFORMATION SECURITY MODERN SLAVERY POLICY

### CONDITIONS OF USE:

This document information that is considered PROPRIETARY to SAEPIO SOLUTIONS LTD and whose unauthorised disclosure may result in an adverse impact to the Company.

### DOCUMENT CONTROL:

#### Version

Current Version	Date	Author
<b>1.0</b>	29/10/2019	Anthony Salerno

#### Review

Version	Date	Author	Summary of Changes
<b>1.0</b>	29/10/2019	Anthony Salerno	Final version for approval
<b>1.1</b>	26/06/2024	Melanie Ive	Inclusion of document control/review schedule
1.1	25/06/2025	Melanie Ive	No changes
1.2	21/01/2026	Melanie Ive	Submission to Modern Slavery Register & addition to London office

#### Approvals

Name	Job Title	Approval Date
<b>Doug Evans</b>	Finance Director	29/10/2019
<b>Doug Evans</b>	Operations Director	03/07/2024
<b>Doug Evans</b>	Operations Director	25/06/2025

## Introduction

This statement is made pursuant to s.54 of the UK Modern Slavery Act 2015 and sets out the steps that Saepio Solutions Ltd 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.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Saepio Solutions Ltd has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and 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.

## Our Business

Saepio Solutions Ltd are an Information security partner operating from the following UK offices:

- Unit 5 & 6 Anglo Business Park, First Floor, Lincoln Road, High Wycombe, HP12 3FU
- Fifth Floor, Salisbury House, 720-721, 29 Finsbury Circus, London EC2M 5SQ.

## Our Policies

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

1. Recruitment process. We operate a robust recruitment process, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
2. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

## Our suppliers

Saepio Solutions Ltd operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier.

This due diligence includes an online search to ensure that a particular organisation has never been convicted of offenses relating to modern slavery and on-site audits which include a review of working conditions if required.

Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery

3. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)
4. We may terminate the contract at any time should any instances of modern slavery come to light

### Training

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

### Our Performance Indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Signature	<p>Signed by:</p>  <p>A32E7E7FACE04A0</p>
Name (Printed)	warren Bath
Position	Director
Date of Signature	2/23/2026