

Modern Slavery Statement

1. Introduction from the Directors

It continues to be a priority for Switchshop Limited (**Switchshop**) to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. This statement highlights the key activities we have undertaken during this financial year to combat modern slavery in our organisation and supply chain, including applying robust recruitment and employment policies and carrying out appropriate risk based due diligence processes in relation to our supply chain.

2. Organisation's structure

We are a reseller and provider of services in the IT sector. We are a part of the Switchshop Group (Group), and our ultimate parent company is Switchshop Holdings Limited has its head office in the UK. We have over 80 employees and operate in primarily in the UK.

3. Our business

Our business is organised into three primary business units:

- (a) Sales and Marketing;
- (b) Technical Delivery (including engineering, support and project management);
- (c) Operations and Finance (including procurement, logistics, HR, legal and finance).

4. Our supply chains

Our supply chains are primary comprised of large multinational IT OEMs and their UK distributors. We also work with an number of small UK-based companies (with whom we have long-standing relationships) to deliver cabling work associated to our IT infrastructure sales.

5. Our policies on slavery and human trafficking

- 5.1 We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update all our policies.

- 5.2 Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

6. Due diligence processes for slavery and human trafficking

- 6.1 We understand that the following areas give rise to the highest modern slavery risks within businesses of our nature:
- (a) sale and purchase of products manufactured in high risk countries; and
 - (b) use of agency workers.
- 6.2 As part of our initiative to identify and mitigate risk we carry out due diligence on all new suppliers and products to understand the provenance of the relevant products and to understand the supply chain. Due diligence is refreshed at least every two years.
- 6.3 We have undertaken a detailed review of the supply chain of our key vendor partners, including HPE/Aruba and Fortinet (from whose products we derive that largest portion of our revenue) to understand all possible Modern Slavery risks.
- 6.4 We do not use agency workers and have robust HR and vetting procedures in relation to new and existing employees to identify any red flags.

7. Supplier adherence to our values

- 7.1 We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme, which requires suppliers to provide information and give assurances in relation to Modern Slavery.
- 7.2 Modern Slavery compliance is lead at board level by the legal director, and includes involvement from the following departments:
- (a) Legal;
 - (b) Human resources;
 - (c) Sales; and
 - (d) Procurement.

8. Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide regular training to our staff.

9. Our effectiveness in combating slavery and human trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- (a) The percentage of suppliers and sub-contractors vetted for ethical labour practices;
- (b) The number of reported breaches in the past year; and
- (c) Percentage of staff receiving training on identifying and addressing the risk of slavery and human trafficking in our business and supply chains.

10. Further steps

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains we intend to take the further steps to combat slavery and human trafficking of putting in place a supplier code of conduct and more detailed modern slavery provisions within our supplier terms and conditions.

11. Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 May 2025. It was approved by the board on 14 October 2025.

A handwritten signature in blue ink, appearing to read "Tom Glinka".

Tom Glinka
Director
Switchshop Limited

Date: 14 October 2025