

Modern Slavery Transparency Statement

**Redcentric plc
FY26**

Modern Slavery Transparency Statement

This statement constitutes Redcentric plc's statement on slavery and human trafficking under section 54 of the Modern Slavery Act 2015 for the financial year ended 31 March 2026 ("FY26").

It continues to be a priority for the Redcentric Group (defined below) to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chains. This statement describes the steps we have taken during FY26 to identify, prevent and mitigate the risks of modern slavery and human trafficking in our business and supply chains, together with the further steps we intend to take.

Our Group Structure

Redcentric plc is the parent company of the "Redcentric Group", which as at 31 March 2026 comprised the following group trading companies:

- Redcentric Solutions Limited;
- Redcentric Data Centres Limited ("RDC");
- Redcentric Support Services Private Limited (an Indian company that provides support services to the Redcentric Group).

In this statement, references to "we", "our" and "us" are to Redcentric plc and the members of the Redcentric Group during FY26, unless the context requires otherwise.

RDC was sold to a third party on 30 April 2026. RDC therefore ceased to be a member of the Redcentric Group after the reporting period. This statement covers the Group's operations and supply chains during FY26. Where relevant, our assessment of future risks and actions reflects the smaller, continuing Group.

Our Business

Our mission is to deliver agile, available and assured IT solutions that help organisations succeed. Our customers are predominantly UK-based and include organisations across both the public and private sectors. During FY26 our services included network provision and management, cloud services, data centre services, IT security, managed services and professional services, provided either on a standalone basis or as part of wider customer projects. Following the disposal of RDC the continuing Group is focused on its core managed services provider business. It continues to procure data centre services from RDC (and other data centre service providers) under ongoing supply contracts.

Our Supply Chain

We recognise that it is crucial for us as an organisation to have oversight of our supply chains so that we can understand the risks of modern slavery along the chain and take action to mitigate those risks.

Our supply chains include organisations within the IT sector, including suppliers of: computer and telecommunications equipment, software, computer and telecommunication services, and data centre services. Redcentric Support Services Private Limited provides technical support services to the Group from India. In FY26 we also engaged with suppliers of:

- temporary staff, including specialist IT consultants;
- logistics services;
- cleaning services; and
- other miscellaneous services.

Technology supply chains are global and may involve multiple tiers of suppliers. The modern slavery risk associated with these chains can vary depending on the type of goods or services being procured, the supplier's location and operating model, and the extent to which labour-intensive or lower-tier supply chains are involved. We therefore take

a risk-based approach to supplier due diligence, considering the nature of the engagement, the supplier's own policies and controls, and any factors that may indicate a higher level of risk.

- **Supplier risk assessment:** As part of onboarding and tender activity, we consider factors such as the supplier's location, sector, operating model and the goods or services being provided. This helps us identify suppliers or engagements that may require additional review or monitoring. We refer to the Global Slavery Index published by Walk Free and data published by the UK government to assist our assessment.
- **Risk identification and response:** Where a potential risk is identified, we seek to understand the nature of that risk and consider appropriate mitigation. Depending on the circumstances, this may include requesting further information from the supplier, reviewing relevant policies or questionnaire responses, carrying out desktop checks, considering site visits for higher-risk suppliers, and monitoring developments during the life of the engagement.

Modern slavery risk management governance

Responsibility for identifying, assessing and responding to modern slavery risk is shared across the Group. The Board of Directors has overall responsibility for ensuring compliance with the Group's legal and ethical obligations and provides senior-level oversight of our approach. Management at all levels is responsible for ensuring that those reporting to them understand and comply with our policies and procedures. Legal, Procurement and HR are particularly involved in the Group's modern slavery framework: Procurement leads supplier onboarding, due diligence and engagement; HR supports training, awareness and reporting arrangements; and Legal advises on policy, contractual controls, governance and escalation. These functions are also consulted in the preparation of this statement.

Our Policies

We aim to 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. Our Anti-Slavery and Human Trafficking Policy supports this commitment, alongside systems and controls designed to identify, prevent and mitigate modern slavery risks in our business and supply chains. We also have the following policies in place relevant to modern slavery, which we continuously review and update: Sustainable Supply Chain Policy; Whistleblowing Policy; Grievance Policy; Non-harassment Policy; Overtime Policy.

Risks

We recognise that modern slavery risks may arise in our direct operations and supply chains. Our principal areas of potential exposure include global technology hardware supply chains, temporary and agency labour, logistics and cleaning services, and suppliers operating in higher-risk jurisdictions. Many of our principal technology suppliers are large international businesses with established ethical trading and compliance functions, but this does not remove the need for Redcentric's own risk assessment and monitoring. We are aware that although the disposal of RDC reduced the Group's direct exposure to facilities-related labour and site services, it increased our reliance on third-party data centre providers and therefore requires us to manage modern slavery risk in this area through contractual controls, supplier due diligence and ongoing monitoring rather than direct operational oversight.

We recognise that the risk profile of operations and supply chains in India differs from that in the United Kingdom. We require our Indian business and its local suppliers to meet Group ethical standards and apply risk-based supplier selection and oversight.

What Are We Doing to Prevent Modern Slavery?

We seek to reduce the risk of modern slavery in our operations and supply chains through due diligence, contractual controls, training, monitoring and reporting arrangements.

- **Workforce and agency supplier checks:** We check worker identity and right-to-work status in the relevant jurisdiction, and audit agency suppliers for legislative compliance, including under the Modern Slavery Act 2015.

- **Ongoing monitoring and reporting/escalation channels:** We continually monitor potential risk areas, undertake modern slavery assessments where risks are identified, and encourage concerns to be raised through our reporting and escalation channels.
- **Reporting mechanisms:** We operate a whistleblowing policy that encourages employees to raise any concerns in a protected environment (with an option for anonymity). As part of the policy, we provide direct access for all colleagues to an externally hosted whistleblowing portal and a 24/7 helpline enabling colleagues to report concerns about potential wrongdoing. Reports made through the whistleblowing arrangements are assessed and investigated as appropriate. Material matters are escalated in accordance with the whistleblowing policy and the Group's governance arrangements. No modern slavery concerns were reported through the whistleblowing arrangements during FY26.
- **Training:** We provide employees with information and training on modern slavery risks and indicators, including factors that may suggest that a permanent or temporary worker is subject to exploitation or undue influence. Modern slavery training forms part of the induction programme for new colleagues and is repeated annually for all colleagues.
- **Contractual guardrails:** Our standard procurement terms for the purchase of goods and services include modern slavery compliance provisions and are utilised where possible when engaging with new suppliers.
- **Supplier Adherence to Our Values:** We expect suppliers to share our commitment to preventing modern slavery and to comply with applicable modern slavery laws. This is clearly communicated to prospective suppliers as part of their onboarding process. We consider a supplier's own policies, their responses and risk profile through our onboarding and due diligence processes and may require further information or action where concerns arise. Our automated supplier onboarding process ensures suppliers commit to comply with our Anti-Slavery and Human Trafficking policy or adhere to their own (equivalent standards) prior to engagement. Our top-tier suppliers are managed through a strategic vendor framework with objective measures associated with monitoring performance in relation to ethical supply chains.

Further Steps

During FY27, we intend to build on our existing controls and activities by taking the following further steps:

- 1) assess whether additional due diligence or monitoring tools would materially improve our existing controls;
- 2) document our process for responding to potential modern slavery concerns, including responsibilities for investigation, when enhanced due diligence may be appropriate, how supplier engagement or escalation should be managed, and the circumstances in which suspension or termination of a supplier relationship may be considered;
- 3) introduce an Employee Code of Conduct setting out expected standards of ethical conduct and providing clearer guidance on how colleagues should identify, escalate and report concerns relating to human rights abuses, including modern slavery;
- 4) improve the visibility of the Group's whistleblowing portal; and
- 5) review our modern slavery training to ensure it remains effective and aligned with our operating model and evolving modern slavery and human rights risks.

Board Declaration

This statement was approved by the Board of Redcentric plc on 24 September 2026 and signed on its behalf by Michelle Senecal de Fonseca, Chief Executive Officer.



24 September 2026