

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 2025 ("FY25"). This statement sets out the steps that we and the Redcentric Group (defined below) have taken and will continue to take, to prevent modern slavery or human trafficking within our business and supply chain.

Redcentric Group Structure

Redcentric plc's primary focus is providing IT managed services to the private and public sector, mainly in the United Kingdom. We are the parent company of the "Redcentric Group", which comprises the following group trading companies:

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

The Redcentric Group had a combined annual turnover of £169.9 million in FY25.

Our Business

Our mission is to deliver agile, available and assured IT solutions that help organisations succeed. Our client base is predominantly in the UK, in both the public and private sectors. The services we provide include network provision and management, cloud services, data centre services, IT security, managed services, and professional services, both standalone and linked to wider projects with our customers.

Modern Slavery

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms including slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We take a zero-tolerance approach to modern slavery and are committed to ensuring that there is no slavery or human trafficking in our supply chain or in any part of our business. Our anti-slavery and human trafficking policy reflects our commitment to acting ethically and with integrity in all our business operations. This is evidenced by our implementation and enforcement of effective systems and controls to ensure slavery and human trafficking does not take place in our business and supply chains.

A copy of our anti-slavery and human trafficking policy is available at <https://www.redcentricplc.com/about-us/our-policies/> as updated from time to time.

Supply Chain

Our supply chain includes organisations within the IT sector, including suppliers of computer and telecommunications equipment, software, and computer and telecommunication services.

IT supply chains are global and when sourcing goods and services our procurement function undertakes a modern slavery risk assessment. Typically, we deal with recognised suppliers that have ethical policies that satisfy our requirements.

We also engage with suppliers of:

- Temporary staff, including specialist IT consultants
- Logistics services
- Cleaning services; and
- Other miscellaneous services.

These tend to be engaged locally as the need arises, are smaller businesses than those in our IT supply chain and have different systems compared with those of our larger suppliers. However we still ensure that we undertake a thorough modern slavery risk assessment and only engage suppliers that are prepared to meet our standards.

Our Indian subsidiary, Redcentric Support Services Private Limited, mainly provides services to us as an outsourced technical support provider. Additional local checks are made to minimise the risk of modern slavery and human trafficking in the local Indian supply chains.

Risks

We are well placed to manage the risks of modern slavery and human trafficking. The nature of our industry means that our main IT equipment, services and software are supplied by international businesses that have well-resourced ethical trading teams. Where we are sourcing locally, our procurement teams have procedures in place to minimise risks and are trained to recognise modern slavery red flags.

We recognise that India is considered to be a higher risk environment than the United Kingdom. We have taken account of this and require our local supply chain to adhere to the same ethical standards as our United Kingdom supply chain. Our team in India have a heightened awareness of the risks and only select suppliers that meet our objective standards.

What Are We Doing to Prevent Modern Slavery?

We believe that, with the cooperation of our suppliers, we can eliminate slavery from our supply chains. As part of our efforts to identify and mitigate risk, we:

1. Identify, review, and record potential risks in our supply chains. Our automation of supplier onboarding digitalises this process and provides greater visibility and reporting capabilities;
2. Review worker identities and rights to work within the relevant jurisdiction;
3. Complete audits of our agency suppliers against legislative compliance, including compliance with the Modern Slavery Act 2015;
4. Manage our top-tier suppliers through a strategic vendor framework with objective measures associated with monitoring performance in relation to ethical supply chains;
5. Communicate expectations of our supply chains and our commitment to ensuring compliance as a key part and pre-condition of trade;
6. Continually monitor potential risk areas;
7. Mitigate the risk of slavery occurring through modern slavery assessments when a potential risk is identified; and
8. Protect whistle blowers.

To ensure our employees understand the risks of modern slavery in our supply chains and our business, we train them to recognise factors that may indicate a worker (permanent or temporary) in our supply chain is subject to undue influence. In doing so, we actively encourage employees to report any suspicious activity via our whistleblowing portal, which is described further below.

We operate a whistleblowing policy that encourages employees to raise 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 or 24/7 helpline enabling colleagues to report any concerns about potential wrongdoing.

All whistleblowing reports will be investigated, and the results communicated to the employee via the whistleblowing portal, as well as the business taking appropriate action to address any concerns the investigation reveals. This encourages employees to highlight any concerns or potential evidence of modern slavery and ensures that all matters raised through this hotline are addressed at board level.

The updated anti-slavery policy rolled out in FY22 is applicable across the Redcentric Group. The policy is complemented with training which is delivered to all employees both in the UK and India to raise colleagues' awareness of slavery issues and to highlight the steps that Redcentric and individuals can take to combat slavery. The modern slavery training forms part of the induction package for all new colleagues joining our business and is repeated annually.

Supplier Adherence to Our Values

It is imperative that we only work with suppliers who treat their modern slavery obligations with an equivalent level of importance as does the Redcentric Group. We do not work with organisations that are unable to demonstrate a corresponding commitment to modern slavery, irrespective of whether they are required to do so statutorily or otherwise.

We build long-standing relationships with our major suppliers, with clear expectations of appropriate behaviour. 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 standard procurement terms for the purchase of goods and services, which include modern slavery compliance provisions, are utilised where possible when engaging with new suppliers.

Improvements in FY25 and Aims for FY26

We recognise that tackling modern slavery is an ongoing process. In FY25 we made several improvements to our processes, including the introduction of further functionality to our automated onboarding tool, which has enabled better reporting, increased visibility and awareness across Redcentric. In FY26 we will continue to identify, monitor and assess any key risk areas in our supply chains and will continue the processes implemented to address such key risks as applicable. We intend to re-evaluate the visibility and functionality of our existing whistleblowing portal and potentially introduce reporting for externals/third parties. We will also scope the viability of additional tools to improve our existing practices, and will review our training and certification structure to evaluate whether those systems still best support compliance.

Board Declaration

This statement has been approved by Redcentric plc's board, who will review and update it annually, and has been executed by Michelle Senecal de Fonseca, Chief Executive Officer.



26 September 2025