

Telic Digital Modern Slavery Statement

Document Security Status: Company Confidential

Purpose of this Document

This document sets out the scope, procedures and roles for this policy.

This Document

| Version | Date | Author | Approver |
|---------|------------|--------|----------|
| 03 | 06/11/2025 | NSC | TSI |

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Document Control

Version History

| Version | Date | Release and Change Details | Author |
|---------|---------------|----------------------------|--------|
| 01 | April 2023 | Draft | NSC |
| 02 | July 2023 | Release | NSC |
| 03 | November 2025 | Release | NSC |
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Distribution History

| Version | Name(s) |
|---------|-------------------|
| 01 | Directors |
| 02 | All staff members |
| 03 | All staff members |
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Approval

| Details | Signature |
|-------------------------------|-----------|
| Name: Triv Singh | |
| Title: Technical Ops Director | |
| Date: 06/11/2025 | |

Introduction

At Telic Digital, we are committed to conducting our business ethically and with integrity, and we recognize the importance of actively combatting modern slavery and human trafficking in all its forms. This policy outlines our commitment to preventing modern slavery within our operations and supply chain.

Policy Statement:

Telic Digital condemns all forms of modern slavery, including forced labour, child labour, human trafficking, and any other forms of exploitation. We are committed to ensuring that our business activities and supply chains are free from any form of slavery or human trafficking.

Responsibilities:

It is the responsibility of all Telic Digital employees, contractors, and suppliers to familiarize themselves with this policy and adhere to its principles. Senior management is responsible for ensuring compliance and promoting awareness of modern slavery risks throughout the organization.

Risk Assessment:

Telic Digital will conduct regular risk assessments to identify and assess potential risks of modern slavery within our operations and supply chain. This includes evaluating the countries, industries, and suppliers with which we do business and taking appropriate action to mitigate identified risks.

Supplier Due Diligence:

Telic Digital expects all suppliers and contractors to adhere to the same high standards regarding modern slavery prevention. We will conduct due diligence on all new suppliers to assess their commitment to ethical business practices, including their efforts to prevent modern slavery within their own operations and supply chains.

Contractual Obligations:

Telic Digital will include clauses in supplier contracts requiring compliance with our modern slavery policy. Suppliers found to be in violation of these requirements may face termination of contracts and legal action, where necessary.

Training and Awareness:

Telic Digital will provide training to employees and contractors to raise awareness of modern slavery risks and indicators. This training will include guidance on how to identify and report suspected cases of modern slavery within our operations and supply chain.

Reporting Mechanisms:

Telic Digital encourages employees, contractors, and suppliers to report any concerns or suspicions regarding modern slavery through our confidential reporting mechanisms. Reports will be thoroughly investigated, and appropriate action will be taken in accordance with applicable laws and regulations.

Continuous Improvement:

Telic Digital is committed to continuously improving our efforts to prevent modern slavery. We will review and update this policy regularly to reflect changes in legislation, best practices, and emerging risks.

Communication:

This modern slavery policy will be communicated to all employees, contractors, and suppliers, and made publicly available on our website.

Compliance:

Failure to comply with this modern slavery policy may result in disciplinary action, up to and including termination of employment or contract.

This policy is endorsed by Telic Digital's senior management and reflects our commitment to upholding the highest standards of ethical conduct and corporate responsibility.