

Modern Slavery and Human Trafficking Statement

Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement of Xperience.

Xperience is committed to improving practices to combat slavery and human trafficking and is committed to ensuring that slavery and human trafficking are not taking place in its supply chain or in any parts of the business.

Our business and structure

Xperience provides end-to-end digital transformation solutions across cloud, cyber security, managed IT and business applications. We support over 1,400 small and medium-sized companies (SMEs) and employ 246 people in the United Kingdom.

We ensure that only those who choose to work freely are employed within our business. Employees are paid fairly, with salaries paid directly into their own bank accounts. An individual's human rights are important to our business and therefore, we do not accept any form of discrimination, harassment or bullying.

Our supply chain

Xperience works with a range of suppliers, providing us with multiple products and services required for both general business purposes and those applicable the IT and digital solutions environments (including hardware and software vendors and cloud service providers).

Our policies

We operate a number of internal policies to ensure we are conducting business in an ethical and transparent manner. These policies set out the standards required of our employees and include details of the processes in place which can be used to report any issues or concerns about Modern Slavery linked to Xperience taking place.

These include:

- **Recruitment and Selection Policy** - We have a robust recruitment policy, 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.
- **Whistleblowing Policy** - We operate a whistleblowing policy so all employees know they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
- **Code of Conduct** - This code explains the manner in which we behave as an organisation and how we expect our employees to act.

- **Sustainable Supplier Policy** – This policy outlines that we will work with our supply chain to tackle modern slavery and labour exploitation and work to eliminate these practices in our wider supply chain.

Due diligence

Xperience operates a supplier policy and maintains an approved supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence may include an online search to check if a particular organisation has ever been convicted of offences relating to modern slavery.

Risk assessment and management

Xperience is currently implementing mechanisms for identifying risks or potential risks of slavery and human trafficking within our supply chains.

Where risks are identified, we will take steps to mitigate them, including supplier audits and enhanced contract terms.

Performance Indicators

Xperience uses the following key performance indicators to 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:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.
- Feedback from our Finance, Supplier and Procurement teams regarding suspicious activities.

Training

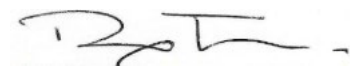
Xperience conducts a range of training initiatives including, but not limited to, an induction for new employees, in addition to sharing our policies for review and employee agreement that cover our general rules, and the importance of acting with integrity in line with our core Company values.

Our supplier and procurement teams are made aware and understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Approval of this statement

Our Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. Our Executive Board endorses this policy statement and is fully committed to its implementation.

This statement has been approved and authorised by the Chief Executive Officer, on behalf of the board of directors:

**Rod Jackson****Chief Executive Officer****Date:** 18 August 2025