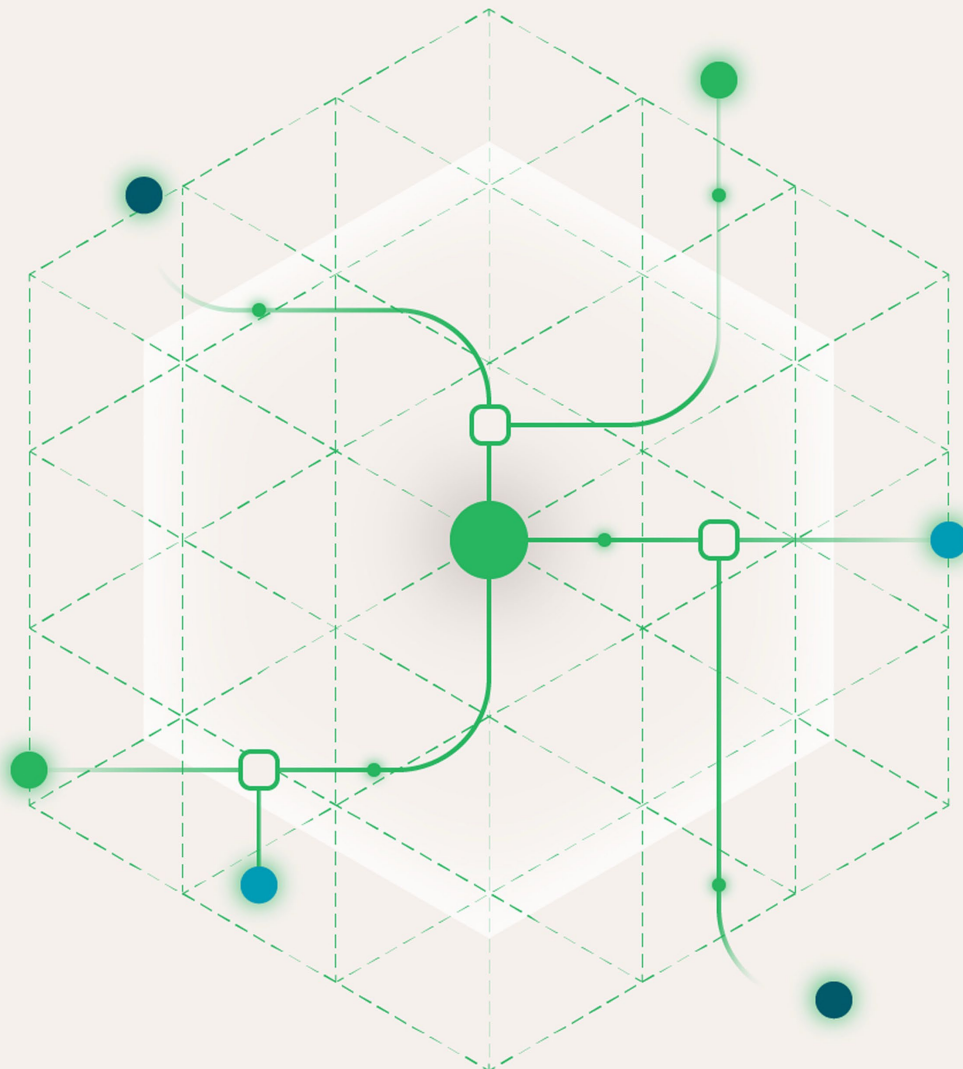




MODERN SLAVERY STATEMENT

2025 - 2026

Synectics Classification: Public

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1 PURPOSE

This Statement is made by Synectics Solutions Limited ("**Synectics**", "**we**", "**our**" or "**us**") pursuant to section 54 of the Modern Slavery Act 2015. It describes the steps taken by Synectics during the financial year 01 September 2025 to 31 August 2026 to identify, assess and mitigate the risk of modern slavery and human trafficking within our business and supply chain.

Synectics is committed to conducting business ethically, responsibly and with integrity. We recognise that modern slavery is a serious criminal offence and a violation of fundamental human rights, and we are committed to maintaining effective systems and controls designed to minimise the risk of modern slavery occurring within our operations or supply chain.

2 OUR BUSINESS AND SUPPLY CHAIN

Synectics is a UK technology company employing over 250 people. We develop software, data, analytics and managed services which help organisations prevent and detect fraud and financial crime, verify identities, manage risk and comply with legal and regulatory obligations. Our operations are primarily based in the United Kingdom, and our supply chain principally comprises providers of technology, cloud infrastructure, professional services and other business support services.

While the technology sector is generally considered to present a lower inherent risk of modern slavery than certain other sectors, we recognise that no organisation is immune from modern slavery risks. We therefore apply a proportionate, risk-based approach to supplier due diligence and supplier management designed to identify, assess and mitigate those risks.

3 GOVERNANCE, POLICIES AND EMPLOYMENT PRACTICES

Synectics maintains a framework of policies, procedures and employment practices designed to promote ethical business conduct and reduce the risk of modern slavery. Key elements of that framework include:

- a Whistleblowing Policy enabling employees to report concerns confidentially;
- recruitment practices designed to ensure employment is freely chosen;
- a prohibition on recruitment fees being charged to employees;
- a prohibition on the confiscation or retention of employees' identity documents;
- policies promoting equality, diversity, dignity and respect at work;
- compliance with applicable minimum wage legislation;
- payment of wages directly to employees;
- working arrangements which comply with applicable working time legislation; and
- voluntary overtime arrangements.

These measures are supported by our Company Handbook and associated employment policies.

4 SUPPLIER DUE DILIGENCE

Synectics adopts a risk-based approach to assessing modern slavery risks within its supply chain. As part of our supplier onboarding and supplier management processes, Synectics undertakes proportionate, risk-based due diligence which may include:

- obtaining and reviewing Modern Slavery Act statements where applicable;
- requesting declarations of compliance where suppliers are not required to publish a statement;
- assessing supplier risk according to the nature of the goods or services being provided;
- undertaking enhanced due diligence where elevated risks are identified; and
- maintaining records supporting our supplier due diligence activities.

Where concerns are identified, we seek to work constructively with suppliers to understand the circumstances and implement appropriate remedial action. Where appropriate remediation cannot be achieved, Synectics may terminate the relevant supplier relationship.



5 TRAINING AND AWARENESS

Modern slavery awareness forms part of Synectics' annual compliance training programme. Employees are encouraged to remain alert to potential indicators of modern slavery and to report any concerns through the Company's established reporting procedures.

6 ACTIVITIES DURING THE REPORTING PERIOD

During the reporting period, Synectics continued to apply its risk-based supplier due diligence process and maintained its register of supplier Modern Slavery Act statements and supplier declarations. Supplier compliance continued to be assessed where appropriate and annual employee awareness training was completed. Recruitment practices and employment controls remained in place throughout the reporting period and no instances requiring supplier termination or escalation in connection with modern slavery concerns were identified. No material incidents or allegations of modern slavery were identified within Synectics' business or supply chain.

7 PRIORITIES FOR THE NEXT REPORTING PERIOD

During the forthcoming reporting period, Synectics will continue to develop and maintain its modern slavery compliance arrangements, including through ongoing supplier due diligence, annual employee awareness training, periodic policy review and continued monitoring of legislative developments and recognised good practice.

8 GOVERNANCE

Overall responsibility for this Statement rests with the Board of Directors. Day-to-day responsibility for implementing this Statement and overseeing the Company's modern slavery compliance arrangements sits with the Legal and Compliance function, working with other relevant business functions.

9 BOARD APPROVAL

This Statement was approved by the Board of Directors in accordance with section 54 of the Modern Slavery Act 2015 and constitutes Synectics Solutions Limited's Modern Slavery Act Statement for the financial year ended 31 August 2026.

Approved by: Board of Directors

Date: 21/09/2026



