



MODERN SLAVERY STATEMENT

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the actions Pitacs Limited has taken, and will continue to take, to prevent modern slavery and human trafficking from occurring within our business or supply chain.

Our Commitment

Modern slavery encompasses slavery, servitude, human trafficking, and forced labour. **Pitacs Limited has a zero-tolerance approach to all forms of modern slavery.** We are committed to acting responsibly, ethically, and transparently in all areas of our business. We continue to strengthen our systems and controls to safeguard against the risk of modern slavery within our operations and throughout our supply chain.

Policies and Governance

To uphold our commitment, Pitacs Limited has:

- **Anti-Modern Slavery and Human Trafficking Policy** – available to all colleagues via the company intranet. This policy reinforces our stance and guides employees on recognising and reporting risks.
- **Whistleblowing Policy** – updated to ensure colleagues can confidentially raise concerns about modern slavery or unethical practices without fear of reprisals.
- **Recruitment Policy** – ensures rigorous eligibility checks for all employees to protect against human trafficking or exploitation.
- **Code of Business Conduct** – outlines the ethical standards expected from all employees and business partners, with clear consequences for breaches.

We regularly review and update these policies to reflect best practice, legal requirements, and evolving risks.

Supplier Standards

Pitacs Limited recognises that our supply chain is one of the highest areas of potential risk. To mitigate this, we:

1. Operate a **supplier policy** and maintain a preferred supplier list.
2. Conduct due diligence on all new and existing suppliers, including online checks, questionnaires, and audits.
3. Require suppliers to confirm compliance with the Modern Slavery Act and demonstrate that their own supply chains are free from exploitation.
4. Include anti-slavery obligations in supplier contracts. Any breach may result in contract termination.



As part of our contractual requirements, suppliers must confirm that:

- They take active steps to prevent modern slavery in their operations.
- They hold their own supply chains accountable.
- UK suppliers pay staff at least the national minimum or living wage.
- International suppliers pay at least the legal minimum wage applicable in their country.

Training and Awareness

We continue to provide training and guidance to employees to increase awareness of modern slavery risks and how to identify and report concerns. This ensures a shared responsibility across the organisation.

Monitoring and Performance

Our effectiveness is measured by:

- Zero reports of modern slavery from employees, the public, suppliers, or enforcement bodies.
- Continuous monitoring of supply chains and corrective actions where risks are identified.
- Ongoing engagement with suppliers to drive improvement and transparency.

Looking Ahead

In future, Pitacs Limited is committed to strengthening supplier engagement and increasing the scope of our audits to further reduce risk. We will continue to review and enhance our internal procedures, with a focus on proactive monitoring and industry collaboration.

Approval

This statement was approved by Saffet Kalender (Managing Director).

A handwritten signature in black ink, appearing to read 'Saffet Kalender'.

Saffet Kalender

30 June 2026