

## Modern Slavery Statement 2026

### Our Commitment

This statement is published in accordance with the Modern Slavery Act 2015 and sets out the steps Bamboo Connect Ltd has taken, and continues to take, to ensure that modern slavery and human trafficking do not occur within our business operations or supply chains.

Modern slavery encompasses slavery, servitude, forced or compulsory labour, and human trafficking. Bamboo Connect Ltd recognises that modern slavery is prevalent globally and remains a significant human rights issue. We are committed to taking proactive steps to understand and minimise the risk of modern slavery within our organisation and across our supply chain. We are committed to acting ethically and with integrity and transparency across all business relationships, and to maintaining effective systems and controls to help prevent modern slavery.

This statement reflects Bamboo Connect Ltd.'s values, governance framework, and expectations of all employees, contractors, and suppliers.

### Our Business and Supply Chains

Bamboo Connect Ltd operates within the technology and device lifecycle sector, supporting insurance, trade-in, refurbishment, logistics, and circular-economy services. Our supply chain includes manufacturers, logistics providers, refurbishment partners, and service providers, some of whom operate internationally.

We recognise that certain sectors and geographies present an increased risk of modern slavery and human trafficking. We therefore apply a risk-based, proportionate approach to supplier selection, onboarding, and ongoing monitoring, with enhanced scrutiny applied where higher risk indicators are identified.

### Policies and Governance

Our commitment to preventing modern slavery is supported by a framework of internal policies and procedures designed to promote ethical conduct, legal compliance, and accountability. These include, but are not limited to:

#### Recruitment and Employment Practices

We operate robust recruitment procedures for all directly employed staff, including verification of eligibility to work in the UK. Where agency workers are engaged, we require agencies operating on approved frameworks to demonstrate that appropriate pre-employment checks and right-to-work verification have been completed. These controls are designed to prevent human trafficking, forced labour, or exploitative employment practices.

#### Equal Opportunities

We are committed to providing a fair, safe, and inclusive working environment. Controls are in place to protect employees from poor treatment or exploitation and to ensure compliance with all applicable employment laws and regulations. These include fair pay, fair terms and conditions of employment, and access to training and development opportunities.

#### Whistleblowing

We operate a whistleblowing framework that enables employees and other stakeholders to raise concerns confidentially and without fear of retaliation. This includes concerns relating to working conditions, unethical practices, or potential modern slavery risks within our business or supply chain.

#### Supply Chain Due Diligence

Bamboo Connect Ltd expects all suppliers and business partners to operate to the same ethical standards that we apply internally.

Our approach to supply-chain management includes:

- Careful selection and onboarding of suppliers, with due diligence proportionate to risk
- Clear expectations around ethical conduct, labour standards, and legal compliance
- The right to disengage from suppliers that fail to meet our standards or cannot demonstrate appropriate controls

Where a supplier is unable or unwilling to meet our expectations regarding modern slavery and human trafficking, we will take appropriate action, which may include remediation, enhanced monitoring, or termination of the commercial relationship.

### **Risk Assessment**

We actively assess modern slavery risks across our operations and supply chain. Where higher-risk suppliers or activities are identified, we apply increased levels of scrutiny and investigation. We will not knowingly trade with any organisation that does not meet our minimum ethical and legal standards.

This risk-based approach supports insurer, regulatory, and stakeholder assurance that modern slavery risks are identified and managed appropriately.

### **Training and Awareness**

Relevant employees receive training to ensure they understand:

- What modern slavery and human trafficking are
- How to identify potential warning signs
- Their responsibilities under our policies and procedures

Training completion is monitored to ensure ongoing awareness across the business.

### **Measuring Effectiveness**

We assess the effectiveness of our approach to preventing modern slavery through a combination of monitoring and assurance activities, including:

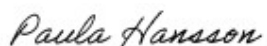
- Absence of substantiated reports of modern slavery within our business or supply chain
- Monitoring completion of relevant training
- Auditing compliance with internal policies and supplier requirements

Where concerns are identified, we investigate promptly and take appropriate corrective action.

### **Approval and Review**

This statement has been reviewed and approved by the Board of Bamboo Connect Ltd on 7<sup>th</sup> January 2026 and will be reviewed annually to ensure it remains accurate, relevant, and effective.

Signed:

A handwritten signature in cursive script that reads "Paula Hansson".

Paula Hansson  
Company Secretary  
Bamboo Connect Ltd

**END OF DOCUMENT**