

Modern Slavery Act Transparency Statement

For the financial year ended 31 December 2024

Opening Statement

Hi Bob Limited and its subsidiaries across the world, as listed at the end of this statement (the "**Hi Bob Group**"), are committed to ensuring that our business and supply chain reflects our values and respect for human rights. We are committed to improving our practices to combat modern slavery and human trafficking.

The Hi Bob Group has a zero-tolerance approach to any form of slavery or human trafficking. We are dedicated to creating a transparent, respectful, and ethical business environment, ensuring that all aspects of our operations and supply chains reflect these values. Our approach includes ongoing evaluations of our policies, supplier questionnaires, and making policies available to all employees to prevent and address any instances of modern slavery. In the upcoming year, we will continue to build on these efforts to protect the rights of all individuals impacted by our business activities.

Our organisational structure, our business, and our supply chains

The Hi Bob Group is a provider of comprehensive automated HR solutions and business support to employers across the world.

Our ultimate parent company is Hi Bob Limited. Hi Bob Limited has its head office at First Floor, Buckley Building, 49 Clerkenwell Green, London EC1R 0EB in the United Kingdom and employs more than 220 people in the UK.

The Hi Bob Group employs more than 1000 people worldwide, has operations in England, USA, The Netherlands, Australia, Israel, Germany, Portugal, Canada, Croatia, Denmark and sources goods and services from countries with generally low risks of modern slavery.

As a Software-as-a-Service ("**SaaS**") company, modern slavery is not a high risk for the Hi Bob Group. This is because we have relatively straightforward supply chains without extensive levels of subcontracting or relations with higher-risk industries, such as large-scale manufacturing or seasonal labour. Our vendor relationships primarily involve professional services, data centres, consulting, IT services, and data management solutions necessary to support our cloud-based HR software offerings. This structure minimises the risk factors commonly associated with modern slavery, such as complex subcontractor networks and involvement in labour-intensive sectors.

Our business operating model emphasizes technological innovation and customer support, leveraging a direct sales approach and a global service team. We operate primarily in SaaS, with supplementary products and services that enable companies to manage HR functions effectively.

Our policies in relation to slavery and human trafficking

As part of the Hi Bob Group's commitment to combatting modern slavery and human trafficking, we have implemented the following policies:

1. Modern Slavery and Human Trafficking Policy

This policy emphasises our view that modern slavery is a crime and a violation of fundamental human rights. We take a zero-tolerance approach to it.

The policy explains the forms that modern slavery may take, and sets out the steps that we take, and that we expect our suppliers to take, in order to eradicate modern slavery from our supply chains. These steps include:

- *Not making excessive or illegal wage deductions, or deductions as a disciplinary measure;*
- *Not requiring employees to stay in company- or broker-controlled housing;*
- *Not allowing employees to work excessive overtime; and*
- *Requiring our suppliers to audit all their suppliers on other anti-slavery steps.*

We will not deal with or support any business knowingly involved in slavery or human trafficking.

The policy directs the leader to our whistleblowing policy and to the Modern Slavery Helpline on 0800 0121 700.

2. Whistleblowing Policy

This policy encourages our employees and others to make good-faith reports of improper activity where it concerns the public interest. We commit to taking these reports seriously and that no retaliatory action will be taken against any complainant.

Complainants need only reasonably believe that an act is being, has been, or is likely to be, committed, and has no responsibility to investigate the matter further. We commit to investigating matters.

We encourage complainants to raise concerns via "Your Voice" if they feel unable to raise them through other channels, and direct them to third parties to whom they may wish to report concerns in extreme circumstances.

Our due diligence processes

We have taken steps to identify, assess, and monitor potential areas of risk in relation to our supply chains.

If suppliers or vendors are identified as operating in high-risk regions or industries, the Hi Bob Group's legal team will engage in a due diligence process to assess the risks of modern slavery or human trafficking. Should any material risks be identified, we will take immediate action, including requiring corrective measures, terminating the relationship, or refraining from entering into agreements with the vendor.

The Hi Bob Group also requires its customers to comply with our subscription terms, which include using our services in compliance with applicable local, state, national, and international laws, rules, and regulations.

Assessing and managing risk

The Hi Bob Group regularly takes steps to identify the areas of its business and its supply chains that are most at risk in relation to modern slavery and human trafficking.

Our vendor assurance process may require prospective vendors to respond to direct questions regarding any violations of laws designed to punish slavery, servitude, forced or compulsory labour, human trafficking, debt bondage, child labour, and/or forced marriage. We will not enter into any agreements with any vendor who answers such questions in the affirmative.

In order to manage these risks, the Hi Bob Group takes the steps noted above in relation to due diligence practice with suppliers and takes steps to ensure compliance by its employees and suppliers with the policy set out above.

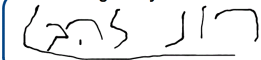
Training

To maintain internal accountability, all relevant personnel are made aware upon hire of the Hi Bob Group's environment, health, safety, and labour/worker concerns, including issues relating to slavery, human trafficking and forced labour, and are asked to report and investigate all suspicions of improper conduct at all suppliers globally. These policies and procedures are made available to all employees throughout their employment.

Our effectiveness in combating slavery and human trafficking

The Hi Bob Group does not implement Key Performance Indicators (KPIs) that could inadvertently elevate the risk of modern slavery within our operations or supply chains. To ensure continuous improvement, we commit to conducting an annual review of our policies and procedures, assessing their effectiveness in preventing modern slavery and human trafficking across our business and supply chain.

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for the financial year ending 31 December 2024 for the Hi Bob Group.

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Signature of Director of Hi Bob Limited

(for and on behalf of the Hi Bob Group)