

MODERN SLAVERY STATEMENT

Introduction

This statement addresses the period from Jan 1st 2024 to Dec 31 2024 in compliance with the requirements of the UK Modern Slavery Act 2015.

At Strategic Blue, we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain.

Our business

Strategic Blue is a multi-cloud reseller focused on Financial Operations covering the UK, EU and North America.

We are experts in the financial side of the cloud and help organisations procure and optimise cost and sustainability of cloud infrastructure.

Our commitment to the principles of the Modern Slavery Act 2015

We are committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Risk assessment and management

Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains.

Our suppliers

Our partners and suppliers are mostly cloud and software providers and have published their own statement on slavery and human trafficking. We undertake due diligence before contracting with suppliers.

Our policies

The following policies are available to all staff in the Employee Handbook:

- Business ethics
- Equal opportunities and diversity
- Recruitment and selection
- Whistleblowing policy
- Bullying and harassment

Embedding the principles

We will continue to embed the principles through:

- Providing awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking
- Continuing to take action to embed a zero tolerance policy towards modern slavery
- Ensuring that consideration of the modern slavery risks and prevention are added to Strategic Blue's policy review process as an employer and procurer of goods and services
- Ensuring that staff involved in buying or procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices

This statement has been approved by the Board of Directors.

Signed Mike Smith

Chief Operating Officer, 2024.

This statement will be reviewed and updated every year.