MODERN SLAVERY STATEMENT

Introduction

This statement addresses the financial year 1 April 2025 to 31 March 2026 (year ended 31 March 2026) in compliance with the requirements of the UK Modern Slavery Act 2015. It covers Strategic Blue Services Ltd and its subsidiaries, Strategic Blue Ltd & Strategic Blue Inc.

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

Our business

Strategic Blue is a Cloud FinOps provider, including resale, in UK, US, Canada and Western Europe. Over the year, we employed an average of 27 people.

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 child labour, 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.

Strategic Blue

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. We employ relatively few staff directly, and we manage the risk in our supply chain and customers as described below..

Our suppliers

Our partners and suppliers are mostly cloud and software providers and have published their own statement on slavery and human trafficking. We undertook due diligence before contracting with suppliers. Under our Anti-Slavery Policy (BMS-LE-03), strategic suppliers without their own anti-slavery policy would have been asked to provide an affirmation. Our Approved Suppliers Register includes a modern slavery field which prompts this check for new 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

Steps taken to embed the principles

During the year, our Anti-Slavery Policy (BMS-LE-03) was shared with all staff, and the modern slavery field in the Approved Suppliers Register acts as a reminder at supplier onboarding.

In future years we intend to develop more formal awareness training, introduce performance indicators, and complete the Approved Suppliers Register.

Measuring effectiveness

We have not yet set formal performance indicators. No concerns of modern slavery were raised during the year. We intend to introduce appropriate indicators in future statements.

This statement was approved by an Executive Director on May 26th 2026

Signed James Mitchell, Chief Executive Officer, May 26th 2026

This statement will be reviewed and updated every year.