

DataOps IT Ltd

Modern Slavery Statement

Financial Year 2026–2027

Published pursuant to the Modern Slavery Act 2015

1. Introduction and Our Zero-Tolerance Commitment

DataOps IT Ltd is committed to conducting all aspects of its business with the utmost integrity, transparency, and respect for human rights. This statement covers the financial year from 1 April 2026 to 31 March 2027 . We recognise that modern slavery is a serious global crime and a grave violation of fundamental human rights, affecting an estimated tens of millions of people worldwide across all regions and sectors of economic activity. We are unequivocal in our commitment to ensuring that modern slavery and human trafficking have no place whatsoever in our business operations, employment practices, or supply chains.

This statement is published in accordance with Section 54 of the Modern Slavery Act 2015 and sets out the steps taken by DataOps IT Ltd during the financial year ending April 2027 to prevent modern slavery and human trafficking from occurring within our operations and supply chains. It reflects our firm belief that businesses carry both a legal and a moral responsibility to identify, address, and remediate modern slavery risks wherever they may arise.

Modern slavery is an umbrella term that encompasses several distinct but related offences, including slavery and servitude, forced or compulsory labour, debt bondage, forced marriage, and all forms of human trafficking for the purposes of exploitation. We acknowledge the breadth of this definition and are committed to ensuring that our policies, procedures, and business relationships comprehensively address each of these manifestations.

DataOps IT Ltd acknowledges its duty to conduct meaningful due diligence on its business relationships to identify and respond to any risks of modern slavery. We are committed to continuous improvement in our approach and will strengthen our preventative measures year on year, ensuring that our efforts remain proportionate to identified risks and aligned with evolving legislative requirements and best practice guidance.

2. Our Business Structure and Operations

DataOps IT Ltd is a technology and data services company headquartered in the United Kingdom. We provide a comprehensive portfolio of technology solutions to businesses across the UK and internationally, with our services delivered primarily through digital channels and highly skilled in-house professionals. Our principal service offerings include:

- Cloud infrastructure design, deployment, and migration, including public, private, and hybrid cloud environments;
- Database management, optimisation, and performance monitoring across a range of enterprise database platforms;
- Managed IT services and infrastructure monitoring, encompassing proactive system oversight, incident response, and service desk support;
- IT consulting and advisory services, supporting clients with digital transformation strategies, technology roadmap development, and operational efficiency improvements.

Our business model is built upon the delivery of high-quality, value-added technology services through a combination of in-house expertise and carefully curated technology partnerships. Our operations are predominantly office-based and leverage modern digital infrastructure, cloud technologies, and remote delivery capabilities to serve clients efficiently and securely.

Our workforce consists of skilled technology professionals, data engineers, project managers, and client support personnel, all of whom are employed directly by the company under written employment contracts that are fully compliant with UK employment law. Our team is based exclusively in the United Kingdom, and we do not engage overseas employees or operate overseas offices. This model enables us to maintain close oversight of working conditions, employment standards, and HR practices across our entire workforce.

The professional and knowledge-intensive nature of our business means that we have comparatively limited direct exposure to the high-risk labour environments traditionally associated with modern slavery, such as agriculture, construction, manufacturing, and domestic servitude. Nevertheless, we fully recognise that modern slavery can occur in any sector, including technology services, and we remain vigilant to potential risks both within our own operations and throughout our supply chains.

3. Understanding Our Supply Chains and Risk Assessment

Our supply chains are relatively focused and straightforward, reflecting the professional services nature of our business. We do not engage in the manufacture, distribution, or retail of physical goods on any material scale. Our supply chain relationships fall into three primary categories: technology and software suppliers, professional services providers, and operational and facilities suppliers.

Technology and software suppliers constitute the largest and most operationally significant component of our supply chain. This category includes major cloud platform providers, enterprise software vendors, SaaS platforms, and specialist data tooling providers. These are predominantly established UK-incorporated or multinational corporations operating within well-regulated markets, typically subject to their own robust compliance and ethical sourcing frameworks.

Professional services suppliers include legal advisors, compliance consultants, accountancy firms, and specialist technical contractors engaged on a project basis. These relationships are typically governed by formal contractual agreements and involve skilled professionals operating in regulated environments with statutory obligations of their own.

Our operational and facilities suppliers include providers of office accommodation, utilities, maintenance and cleaning services, and standard business consumables. Whilst this category presents a comparatively lower financial value within our overall supply chain, it is acknowledged as carrying a higher inherent risk from a modern slavery perspective, particularly in relation to cleaning, facilities management, and associated labour-intensive services.

Risk Profile and Identified Areas of Concern

We assess the overall modern slavery risk profile of DataOps IT Ltd's supply chains as low, based upon several mitigating factors. The majority of our suppliers are established UK-registered or multinational entities subject to UK and international legal frameworks. The technology sector, which represents the predominant proportion of our procurement expenditure, typically employs skilled professionals in regulated work environments. Furthermore, our limited use of labour-intensive services, physical goods sourced from high-risk geographic regions, or informal labour arrangements reduces our exposure to traditionally higher-risk supply chain models.

Notwithstanding this broadly favourable risk profile, DataOps IT Ltd recognises that modern slavery risks can arise in specific circumstances and supply chain categories. We have identified the following areas as warranting heightened vigilance and enhanced due diligence:

- IT hardware and device procurement, where supply chains may extend into manufacturing operations in regions with weaker labour protections, including the sourcing of raw materials and component assembly;
- Third-party staffing agencies and recruitment providers, where temporary, contract, or contingent workers may be at greater risk of exploitation or may have incurred unlawful recruitment fees;
- Facilities management and cleaning service providers, where lower-skilled and lower-paid workers may be more vulnerable to labour exploitation, including underpayment, excessive hours, and unlawful deductions from wages;
- International sub-contractors and technical service providers operating in jurisdictions with less robust labour law frameworks or enforcement mechanisms.

Our risk assessment methodology involves a structured evaluation of each supplier category based upon geographic location, industry sector, workforce profile, business model characteristics, and the existence or otherwise of the supplier's own compliance frameworks. Suppliers in higher-risk categories are subject to enhanced scrutiny, including specific modern slavery-related due diligence enquiries, prior to onboarding and on a periodic ongoing basis. This risk assessment is reviewed and updated on an annual basis to ensure it remains current and responsive to emerging risks.

4. Our Policies and Due Diligence Processes

DataOps IT Ltd has established a comprehensive policy framework designed to prevent modern slavery and human trafficking from occurring within our operations and supply chains. These policies reflect the organisation's commitment to ethical business conduct and the protection of human rights throughout our sphere of influence.

Anti-Slavery and Human Trafficking Policy

Our Anti-Slavery and Human Trafficking Policy sets out DataOps IT Ltd's zero-tolerance position on all forms of modern slavery and provides clear definitions of the prohibited practices covered by the policy. The policy establishes the responsibilities of all employees, managers, and business partners in identifying and preventing modern slavery, and provides accessible reporting mechanisms and investigation procedures for any suspected violations. The policy is reviewed and updated on an annual basis by senior management to ensure it remains aligned with current legislative requirements and best practice guidance.

Employment and HR Safeguards

Our employment and human resources policies include a range of procedural safeguards designed to protect employees and prospective employees from exploitation. These include:

- Rigorous right to work verification for all new employees prior to the commencement of employment, ensuring compliance with applicable immigration legislation;
- A strict prohibition on the charging of recruitment fees to any individual in connection with their employment by DataOps IT Ltd, consistent with the Employer Pays Principle;
- The provision of transparent, written employment contracts to all staff prior to commencement of employment, clearly setting out terms and conditions, remuneration, hours of work, and leave entitlements;
- Robust procedures for the secure retention of employee personal identity documents, with explicit prohibitions on the withholding of such documents by any personnel manager or third party;

- Accessible and well-publicised grievance and whistleblowing procedures that provide clear protections against retaliation for any employee who raises a concern in good faith.

Supplier Due Diligence

DataOps IT Ltd operates a structured supplier due diligence process as a fundamental component of our procurement and vendor management activities. This process encompasses the following key elements:

- Pre-qualification questionnaires issued to all prospective suppliers, which include targeted questions relating to modern slavery risk management, employment practices, workforce characteristics, and supply chain transparency;
- Standard contractual provisions incorporated into all supplier agreements, requiring compliance with the Modern Slavery Act 2015, the provision of accurate and complete information regarding employment practices, and the extension of equivalent standards to any sub-contractors engaged in connection with the supply;
- Periodic ongoing monitoring of supplier performance and compliance, including the review of annual supplier self-assessment submissions and, where appropriate, site visits or independent third-party assessments;
- Enhanced due diligence procedures applied to suppliers identified as presenting higher modern slavery risks, including more detailed questionnaires, audit rights provisions, and more frequent review cycles.

We have established clear escalation and remediation procedures to govern the response to any identified modern slavery concerns within our supply chains. These procedures provide for the immediate assessment of reported concerns, the implementation of interim protective measures where necessary, a thorough and confidential investigation process, and corrective action requirements ranging from remediation planning and additional monitoring through to the suspension or termination of supplier relationships where risks cannot be adequately addressed.

5. Training and Awareness Programmes

DataOps IT Ltd recognises that education, awareness, and a well-informed workforce are indispensable elements of an effective modern slavery prevention strategy. We are committed to ensuring that all employees possess a clear understanding of the nature and indicators of modern slavery, the specific risks relevant to our business and sector, and the procedures available to them for raising concerns.

All new employees receive comprehensive induction training upon joining the organisation. This training includes a dedicated module on modern slavery awareness, covering the legal definition and principal forms of modern slavery, practical guidance on identifying potential indicators of

exploitation in both the workplace and supply chains, the organisation's policies and the personal responsibilities of each employee in preventing modern slavery, and the procedures for reporting concerns, including the protections available to those who report in good faith.

In addition to induction training, DataOps IT Ltd operates a programme of ongoing modern slavery awareness activities. All employees are required to complete annual refresher training, which is updated to reflect evolving risks, changes to relevant legislation, and emerging best practices. The annual training cycle ensures that awareness is maintained and that staff are kept informed of any material developments in the organisation's approach to modern slavery prevention.

We provide specialist, role-specific training to those members of staff whose responsibilities bring them into greatest contact with potential modern slavery risks. This includes our procurement and vendor management team, who receive detailed training on supply chain risk assessment, supplier due diligence procedures, and the identification of red flags in supplier relationships, as well as our Human Resources team, who receive training on employment safeguards, the identification of indicators of labour exploitation, and the management and investigation of reported concerns.

Training records are maintained centrally to enable the organisation to monitor completion rates, identify any gaps in coverage, and verify compliance with our training requirements. All training materials and policy documents are made readily accessible to employees through our internal information systems, supplemented by periodic communications from senior management reinforcing the importance of modern slavery awareness and reporting.

6. Monitoring and Performance Indicators

DataOps IT Ltd has established a framework of key performance indicators and monitoring activities designed to evaluate the effectiveness of our modern slavery prevention efforts and to support continuous improvement in our approach.

Our monitoring framework incorporates regular supplier assessments, undertaken through structured questionnaire processes and, where warranted by the risk profile of the supplier, supplemented by on-site or remote assessment visits. These assessments are conducted at a minimum annually for all suppliers meeting defined risk thresholds, with enhanced frequency applied to higher-risk supplier relationships. The outcomes of supplier assessments are documented, reviewed by the procurement function, and escalated to senior management where material concerns are identified.

We monitor the completion of mandatory modern slavery training across our entire workforce, with a target of achieving a one hundred per cent completion rate for all employees within each annual training cycle. Training completion data is reported to the senior management team on a quarterly basis, and any shortfall against the target completion rate is subject to immediate remedial action.

Our reporting and incident monitoring processes track the volume and nature of concerns raised through our internal and external reporting channels, together with associated investigation timelines and outcomes. This data enables the organisation to identify any emerging patterns or systemic issues and to evaluate the accessibility and effectiveness of our reporting mechanisms.

DataOps IT Ltd conducts a formal annual review of its modern slavery risk assessment and mitigation measures, encompassing an assessment of emerging risks in our supply chains and operational environment, a review of the effectiveness of existing policies, procedures, and training programmes, and the identification of priority areas for improvement in the forthcoming year. This review is presented to the Board of Directors and informs updates to our policies, due diligence processes, and training content.

We are committed to external benchmarking of our approach against recognised industry best practices and published guidance from regulatory authorities, including the Home Office's statutory guidance on the Modern Slavery Act 2015 and guidance issued by relevant industry bodies and civil society organisations. This external perspective ensures that our approach remains current, rigorous, and proportionate to identified risks.

7. Reporting Mechanisms and Response Procedures

DataOps IT Ltd has established multiple, accessible channels through which employees, workers engaged through third parties, suppliers, clients, and other stakeholders may report suspected instances of modern slavery or any concerns relating to labour exploitation, safely and in confidence.

Internal Reporting Channels

Employees may report concerns directly to their line manager, to any member of the senior management team, or to the Human Resources department. We recognise that some individuals may be reluctant to report concerns through direct management channels, particularly where the concern involves a manager or senior member of staff. Accordingly, DataOps IT Ltd operates an anonymous whistleblowing hotline, accessible to all employees, which enables concerns to be raised confidentially without identification of the reporting individual.

External Reporting Options

In addition to our internal channels, employees and other stakeholders are informed of the availability of external reporting mechanisms. These include the Modern Slavery Helpline (operated by Unseen UK), the Gangmasters and Labour Abuse Authority (GLAA) for concerns relating to labour exploitation, and the National Crime Agency (NCA) for concerns relating to human trafficking. Contact details for these external bodies are included in our employee induction materials and internal policy documentation.

Investigation and Response

All reports received through any reporting channel are treated with the utmost seriousness and investigated promptly by appropriately qualified and trained personnel. Our investigation procedures are designed to ensure confidentiality for individuals who raise concerns, fair treatment for all parties involved in or subject to an investigation, and the preservation of evidence and information relevant to any potential law enforcement referral.

Where a reported concern relates to a supplier or third-party business relationship, our response procedures provide for the immediate assessment of the concern and the implementation of interim protective measures where appropriate, a thorough investigation with the cooperation of the relevant supplier, corrective action requirements commensurate with the severity of the findings, and, where modern slavery risks cannot be adequately remediated, the suspension or termination of the relevant business relationship.

DataOps IT Ltd is committed to providing timely feedback to individuals who report concerns, in a manner that respects applicable confidentiality requirements and any constraints arising from parallel law enforcement investigations. We do not permit retaliation of any kind against any individual who raises a concern in good faith, and any such retaliation constitutes a serious disciplinary matter.

8. Continuous Improvement and Future Commitments

DataOps IT Ltd is committed to continuous improvement in the effectiveness of its modern slavery prevention efforts and will strengthen its policies, processes, and monitoring activities year on year. We recognise that the landscape of modern slavery risk evolves in response to changing economic conditions, supply chain dynamics, and regulatory developments, and that our approach must adapt accordingly.

Our improvement priorities for the forthcoming year include the enhancement of our supplier monitoring programme through more frequent assessments, the expansion of on-site and remote evaluation activities for higher-risk suppliers, and the development of more detailed assessment criteria for sub-contractor practices within our key supply chains. We are particularly focused on improving transparency and accountability within the technology hardware segment of our supply chain, where the complexity and geographic breadth of upstream supply chains presents the most significant risk management challenge.

We are committed to strengthening our policy frameworks in response to emerging best practices and any relevant changes to the regulatory environment. This includes the regular review and update of our Anti-Slavery and Human Trafficking Policy, our supplier due diligence procedures, and our employment safeguards, as well as the periodic refresh of our risk assessment methodology to ensure it remains calibrated to current and anticipated risks.

DataOps IT Ltd will continue to invest in the quality and relevance of its training programmes, with a particular focus on the development of more sophisticated, scenario-based training materials for specialist roles in procurement and human resources. We will also explore the

potential for technology-enabled monitoring tools to enhance our ability to identify and respond to modern slavery indicators within our supply chains.

We are committed to active participation in relevant industry initiatives, cross-sector collaborations, and government-convened forums aimed at addressing modern slavery in the technology and data services sector. Sharing experience and best practices with peers, industry bodies, and civil society organisations is an important complement to our internal efforts and contributes to systemic improvements across the wider sector.

DataOps IT Ltd will continue to report transparently on its progress and challenges in preventing modern slavery on an annual basis, maintaining accountability to our stakeholders and contributing to the broader societal effort to eradicate modern slavery in all its forms.

9. Governance and Accountability

This statement is published on the Company's website and is accessible via a prominent link on the homepage in accordance with Section 54 of the Modern Slavery Act 2015. This Modern Slavery Statement has been approved by the Board of Directors of DataOps IT Ltd and represents the organisation's formal, board-level commitment to preventing modern slavery and human trafficking in its operations and supply chains. The Board maintains active oversight of the organisation's modern slavery prevention efforts through the receipt of regular management reports, the review and approval of this annual statement, and the annual review of associated policies and procedures.

The Managing Director bears ultimate accountability for ensuring that DataOps IT Ltd complies with the requirements of the Modern Slavery Act 2015 and that the organisation's prevention measures are effective, proportionate, and continuously improved. Day-to-day operational responsibility for the implementation of our modern slavery policies and procedures is delegated to the senior management team, with specific accountabilities assigned to the Human Resources function in respect of employment safeguards and workforce-related matters, the Procurement function in respect of supplier due diligence and supply chain monitoring, and the Operations function in respect of facilities management and operational risk.

DataOps IT Ltd conducts a formal annual review of this statement and of all underlying policies and procedures, updating them as necessary to reflect changing risks, legislative developments, and best practices. This statement is published on the DataOps IT Ltd website and made available to all relevant stakeholders, including employees, clients, suppliers, and investors, in fulfilment of our obligations under the Modern Slavery Act 2015.

We are committed to maintaining transparency in our approach to modern slavery prevention and to engaging constructively with any enquiries from stakeholders, regulatory authorities, or civil society organisations regarding our compliance with the Modern Slavery Act 2015 and the content of this statement.

Statement of Approvals

This Modern Slavery Statement has been reviewed and approved by the Board of Directors of DataOps IT Ltd and is published in accordance with Section 54 of the Modern Slavery Act 2015. It covers the financial year ending 1 April 2027 and will be reviewed and updated annually.

Sign-off and Approval:

A handwritten signature in black ink, appearing to read 'Arumugam Kayaroganam', written over a horizontal line.

Signature:

Name: Arumugam Kayaroganam

Title: CEO & Director

Company: DataOps IT Ltd

Date of Approval: 31 March 2026