

Modern Slavery Statement

– Logical Holdings Group

Operating responsibly

This statement sets out Logical Holdings (“Group”) commitment to operating responsibly and acting ethically and with integrity in all our business relationships. It outlines our intentions to understand all potential modern slavery and human trafficking risks related to our business and to put measures in place that are aimed to mitigate the risk of slavery or human trafficking in our own business or our supply chains.

This statement has been produced in accordance with the Modern Slavery Act 2015, section 54, for the financial year ending 2023 and is made on behalf of all subsidiaries* within the Logical Holdings Group of companies who may be required to make a statement pursuant to the Modern Slavery Act. The statement was approved by Gary Scott, Group Chairman, on 18 November 2024.

There were no instances of slavery or human trafficking concerns raised to us during the financial year ending 31 December 2023.

**Scott Logic Limited, Scott Logic ApS, Marra Limited*

Our commitment

- Logical Holdings and its subsidiaries are committed to the principles of the Modern Slavery Act 2015, the prevention of slavery and human trafficking in our business, and to mitigate associated risks in our supply chains to a reasonable level.
- We want all our employees to feel confident that they can expose any wrongdoing without any risks to themselves.
- Our recruitment and people processes are inclusive and fair and designed to ensure that all prospective employees are legally entitled to work in the country in which they are employed and to safeguard employees from any abuse or coercion.

- We want all our employees to be rewarded fairly for the work they do and commit to paying above the minimum wage in the geography they work within, along with competitive benefits and wellbeing offerings, further enhancing what employees are entitled to by law.
- We are making substantial investment in ensuring our employees are supported by inclusive policies and practices.

1. Organisation structure and supply chains

Logical Holdings, the Group parent company, works in partnership and collaboration with the Senior Management of their trading subsidiaries to provide resource, guidance, and support to minimise risk and maximise efficiency in support of them achieving their strategic intentions.

All trading subsidiaries within the Group are UK-based consultancy businesses providing bespoke software solutions to clients across various sectors including but not limited to Financial Services, Energy and the Public Sector.

The onshore model operated across the Group supports the attraction and retention of highly skilled and talented technologists, from a diverse range of backgrounds and cultures, as permanent employees.

Logical Holdings Group and its subsidiaries employ over 400 people in the UK. We have offices in Edinburgh, Glasgow, Newcastle, Leeds, London and Bristol.

Our supply chains include:

- Business and professional services
- Providers of telecoms, IT equipment, cloud storage centres, software and services
- Office and facilities service management, including cleaning and maintenance
- Travel and accommodation providers and agents
- Recruitment agencies, labour providers and contractors
- Marketing, PR and production of promotional content

2. Risk assessment and management

Due to the nature of our businesses, our sectors carry a limited risk of slavery compared to other industries. That said, our risk profile does not negate the seriousness or attention we pay to potential slavery risk, particularly in our business supply chain. This statement speaks to our continuous focus on these areas to ensure we mitigate any associated risks to a reasonable level.

3. Our policies, processes and governance in relation to the Modern Slavery Act 2015

We have an unwavering commitment to ethical behaviour, fully supported by our policy suite that provides unambiguous guidance for all employees and sets clear expectations across the Group for compliance with ethical standards, including in relation to modern slavery concerns.

Our policies promote ethical business practices and conducting business in accordance with applicable laws and regulations; behave fairly towards employees, customers, partners and suppliers; and provide a safe route for employees to raise concerns, either through internal reporting or via our independent and anonymous helpline which is available 24 hours a day, 7 days a week.

Policies are available to all employees via company intranets 24/7 and are issued to all new employees as part of their onboarding process.

We regularly review our policies to ensure that they are compliant, consistent and effective through the operationalisation of the policy principles.

Our policies are supported by processes and learning to ensure we remain a safe, compliant, and competitive workplace. This includes a fair and compliant hiring process, inclusivity policies and practices, competitive benefits and wellbeing offerings, enhancing what our employees are entitled to by law.

4. Supply chains and risks

Financial commitments are made using written contracts and we do not pay cash for the supply of our service. We work with major multinational companies that have ethical standards of behaviour in place.

We believe the risk of modern slavery in our supply chain is low compared to other business sectors and we have not identified any instances of modern slavery occurring in our supply chain.

However, we recognise that there is no room for complacency, and we continue to work to enhance our policies and procedures, and measure awareness within our business. In FY23, we continued the development of our Supplier Assurance Framework to support the wider Environmental, Social, and Governance (ESG) strategy. Whilst this has a strong focus on carbon reduction, the framework covers the full spectrum of ESG, including modern slavery, and includes working towards several enhancements to our procurement processes in this regard, including supplier screening as part of our enhanced new supplier onboarding process.

All suppliers with anticipated spend above the agreed internal amount will be screened via a third-party tool across a number of areas including

adverse media. It should be noted that as the data will be drawn from publicly available sources, scoring for these criteria is not available for all suppliers in all geographies.

Additionally, our Supplier Charter will set out clearly the standards of behaviour we expect from all our suppliers across a range of issues and specifically addresses fair treatment of their employees and slavery and human trafficking in their own supply chains.

5. Actions and effectiveness

We have taken the following steps in FY23 to improve awareness of issues around slavery and human trafficking and to measure the effectiveness of our policies and procedures:

- i. We have authored and User Acceptance Tested the Supplier Charter which reaffirms the Group's zero-tolerance approach to human trafficking and modern slavery risk;
- ii. We are committed to the continuous development of our Supplier Assurance Framework and have partnered with third parties to enable us to gain more information on our suppliers through enhanced due diligence processes, including adverse media. While we have not yet implemented changes in this area, we are actively exploring strategies to advance this initiative and enhance our supplier partnerships.
- iii. We identified enhancements needed in both our policy suite and supporting practices to equip our employees to fulfil the requirements of modern slavery and human trafficking prevention.
- iv. We continued to deploy modern slavery training via our e-learning suite.

In the next financial year, we shall continue to focus on activities which build upon our current policies, processes and procedures, deploy the Supplier Assurance Framework and Supplier Charter and seek to meet our reporting obligations in a simple, consistent and transparent manner.

Approved by Gary Scott, Chairman, Logical Holdings Group

This statement was approved on 18 November 2024.

