MODERN SLAVERY STATEMENT

INTRODUCTION

LA International Holdings Limited and its subsidiaries ("LA International") is committed to preventing acts of modern slavery and human trafficking from occurring within its businesses and ensuring there is transparency in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

This statement also reflects our ongoing commitment to identifying, preventing and mitigating modern slavery risks in line with the UK Government's Transparency in Supply Chains statutory guidance.

ORGANISATION'S STRUCTURE: OUR BUSINESSES AND SUPPLY CHAINS

LA International is a Digital Technology Resourcing and Project Solutions organisation and Europe's leading supplier of Security Cleared Digital and Technology talent. As an award-winning partner of choice for many of the world's most influential companies and government organisations, LA International is widely recognised as a market leader in the provision of Security Cleared personnel. LA International also holds Enhanced Government Security Accreditation.

LA International provides both security cleared and non-cleared talent across 5 continents and in a wide range of sectors including Government, Defence and National Security, Technology and Telecoms, Education, Health, Transport and Financial Services. Our operations are frequently undertaken in highly regulated and/or security-sensitive environments, requiring robust governance frameworks, strict compliance controls and a strong emphasis on ethical business practices. Thus, LA International is utilised by organisations that demand the very highest levels of security, compliance and assurance.

With over 2,500 resources deployed globally, our primary business model is the sourcing, engagement and placement of highly skilled consultants with our clients and the delivery of projects and services to our clients. As a result, our labour supply chain represents the most significant area of potential modern slavery risk rather than traditional goods-based supply chains.

In addition to our labour supply chain, our supply chain consists of suppliers that provide LA International with goods and services needed to operate its businesses. These suppliers are managed by our procurement team via a robust due diligence process and risk assessment which ensures we help protect vulnerable groups of people.

Our supply chains can broadly be divided into:

- Goods and facilities suppliers (e.g. IT, office equipment and support services)
- Professional services providers (regulated services such as legal, financial and audit); and

- Labour supply chains (employees, contractors, sub-contractors and intermediaries)

Where we procure goods for the operation of our business, for example, stationery, office equipment's etc., we obtain such supplies from established and reputable organisations or retailers. These suppliers will all have their own direct obligations under the UK Modern Slavery Act in relation to their supply chain. As a result, we do not consider there to be a material risk of slavery in any business relationship concerning the supply of goods to us over which we have any direct control.

In addition, we procure services for the operation of our business. In the main, such supply consists of services from regulated and trusted professionals including, banks, accountancy practitioners, law firms etc. Many are UK-based and will have their own direct obligations under the Modern Slavery Act and/or their own regulatory oversight regime. As a result, we consider our relationship with such suppliers to be very low risk so far as issues with trafficking and modern slavery are concerned. We may also engage other suppliers who are not subject to a regulatory regime to provide services. Any such suppliers are subject to our due diligence and risk assessment process which ensures there is a very low risk of modern slavery and trafficking in our supply chain. We also mitigate the risk of modern slavery in our supply chain by directly employing staff to provide services (for example, cleaning services), where those services may have otherwise been supplied via suppliers in a high-risk sector.

Lastly our supply chain consists of employees, contractors, sub-contractors and intermediaries which we engage with to supply consultants to our clients. We have safeguards in place to ensure that such consultants or sub-contractors supplied are not being exploited or victims of traffickers. These safeguards include conducting identity and right to work checks and training staff on how to identify signs of modern slavery.

Given the nature of our business model, the use of intermediaries and cross-border recruitment arrangements may increase exposure to risks such as deceptive recruitment or lack of transparency in labour sourcing. We therefore place particular emphasis on monitoring and controlling risks within our labour supply chain.

We have undertaken supply chain mapping of our direct suppliers and consultant network (Tier 1). We recognise that visibility of indirect labour supply chains is more limited and remains an area for ongoing development. We will continue to enhance our due diligence process and understanding of indirect supply chain risks.

In preparing this statement, we have engaged internal stakeholders across Legal, Compliance, Procurement and HR functions to gather relevant information relating to our operations and supply chains.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Policy within our business reflects our commitment to acting ethically and with integrity in all our business relationships. The policy also aids in implementing

and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

In addition to our Anti-Slavery Policy and Human Trafficking Policy which is available on our website, our approach is supported by related policies and procedures including:

- Code of Ethics
- Corporate & Social responsibility
- Equality, Diversity and Inclusion Policy
- Recruitment and vetting procedures
- Supplier onboarding and compliance processes
- Sustainable Procurement Policy
- Whistleblowing Policy

These policies are informed by internationally recognised standards, including the UN Guiding Principles on Business and Human Rights, OECD Due Diligence Guidance and ILO labour standards.

These policies establish expectations in relation to ethical recruitment, prohibition of forced labour and access to grievance mechanisms. Policies are communicated internally through training and externally through contractual arrangements with suppliers.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we ensure that our employees are aware of how they can assist in tackling modern slavery and human trafficking.

We have systems in place to:

- Identify and assess potential risk areas in our business and supply chains.
- Undertake supplier due diligence.
- Mitigate the risk of slavery and human trafficking occurring in our business and supply chains.
- Monitor potential risk areas in our supply chains.
- Monitor ongoing supplier compliance.
- Engage with workers and suppliers.
- Verify workers identity and compliance with employment rights.
- Protect whistle blowers.

We also have a dedicated compliance team, which consists of involvement from the following departments:

- Legal
- Audit and compliance
- Human resources
- Procurement
- Security and Verifications

We maintain grievance mechanisms enabling employees, contractors and other stakeholders to raise concerns confidentially.

We have not identified any confirmed instances of modern slavery within our operations during the reporting period. However, we recognise that absence of identified cases does not necessarily indicate absence of risk and continue to strengthen our due diligence processes accordingly.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. The training provided to staff includes:

- the basic principles of the Modern Slavery Act 2015;
- how employees can identify and prevent slavery and human trafficking;
- what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the organisation

Training is delivered as part of onboarding and refresher programmes and is tailored for all roles, including those in recruitment, compliance and procurement.

We continue to evolve our training to reflect emerging risks and best practice and to improve employee awareness and reporting capability.

RISK ASSESSMENT AND MEASURING EFFECTIVENESS

Due to the structure of our supply chain and the checks we undertake, the risk of modern slavery in our business is limited but we nevertheless take our commitment to tackling modern slavery very serious and have a zero tolerance to slavery and human trafficking.

We undertake periodic assessments of modern slavery risk, focusing on risks to workers within our operations and supply chains. These assessments are supported by internal expertise and external information sources where appropriate. Our risk

assessments consider factors such as sector risk, labour supply models, intermediary use and supplier location.

Following a review of the effectiveness of the previous steps we have taken to ensure that there is no slavery and human trafficking in our supply chain, some of the steps we took in this financial year to ensure ongoing compliance included:

- pre-employment/engagement audit checks on employees and contractors we have employed or engaged which included verification of their identity, right to work and references.
- refresher training for employees
- training for new employees
- checking the website of suppliers who have an obligation under the Modern Slavery Act 2015 to verify compliance with terms of Section 54(1) of the Act

The most salient risks identified relate to labour supply chains involving intermediaries, recruitment practices and cross-border engagement of workers.

We use key performance indicators (KPIs) to monitor effectiveness, including:

- completion of identity and right to work checks;
- employee training completion rates;
- supplier due diligence and compliance checks.

We use both qualitative and quantitative data to assess the effectiveness of our approach and refine our processes accordingly.

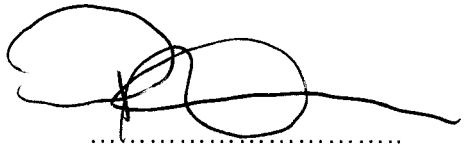
We continue to keep our policies and procedures under constant review to ensure compliance with the law. In line with updated UK Government guidance, we are committed to continuous improvement in our approach to modern slavery.

Future actions include:

- further development of supply chain mapping beyond tier 1 suppliers;
- enhanced due diligence and monitoring of intermediaries;
- increased internal awareness and training;
- refinement of KPIs to better measure outcomes and effectiveness.

This statement has been approved by the board of directors on 1 July 2026 and is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 30 June 2026.

This statement applies to all our subsidiaries including LA International Computer Consultants Limited.



Paul Martin
Chief Financial Officer

For and on behalf of
LA International Holdings Limited and its subsidiary companies