

Anti-Slavery and Human Trafficking Statement 2026

This statement outlines the measures Digital Space Group Limited has in place and intends to take to prevent slavery and trafficking within its business operations and supply chains.



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1. Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that Digital Space Group Limited has taken during the financial year ending December 2025 to prevent modern slavery and human trafficking within its operations and supply chains.

2. Organisation Structure

Digital Space Group Limited is a UK-based managed service provider that delivers connectivity, cybersecurity, and hybrid cloud services to mid-enterprise and public sector organisations.

Our operations are primarily based in the United Kingdom, and our supply chain includes technology vendors, infrastructure providers, professional services partners and facilities suppliers.

While the majority of our suppliers operate within the UK and Europe, with some technology / software components originating from global supply chains. We recognise that global technology supply chains can present potential labour risks and therefore maintain oversight through supplier due diligence and contractual requirements.

3. Ensuring Standards in our Supply Chain

Digital Space Group Limited is committed to preventing modern slavery and human trafficking within our operations and supply chains. We require all suppliers to adhere to this commitment as part of their contractual obligations and in accordance with our Supplier Code of Conduct.

We maintain a zero-tolerance approach to modern slavery and expect the same high standards from all organisations with which we work. Suppliers are required to operate in compliance with applicable laws and regulations, including the requirements of the Modern Slavery Act 2015.

At the time of publication of this statement, Digital Space Group Limited is not aware of any incidents of modern slavery or human trafficking within our supply chain. However, we recognise that risks may exist across global supply chains and therefore maintain appropriate monitoring and due diligence processes.

All prospective suppliers are required to confirm in writing that they comply with the provisions of the Modern Slavery Act 2015 and uphold ethical labour standards. Where risks are identified, we will engage with suppliers to address these concerns and implement corrective actions. If a supplier fails to demonstrate satisfactory progress or compliance, Digital Space Group Limited reserves the right to suspend or terminate the contractual relationship.

We also continue to engage with our largest suppliers regarding Environmental, Social and Governance (ESG) performance, including labour standards and responsible employment practices.

4. Relevant Policies

Digital Space Group Limited complies with all applicable UK employment legislation and promotes fair and ethical employment practices across our workforce. We are committed to providing a workplace that is safe, inclusive and free from discrimination for all colleagues, whether permanent, temporary or contracted.

Our internal policies support our commitment to ethical conduct and responsible business practices. These include:

- Corporate Social Responsibility Policy

- Anti-Bribery and Corruption Policy
- Equality, Diversity & Inclusion Policy
- Health and Safety Policy
- Labour and Human Rights Policy
- Code of Ethics
- Whistleblowing Policy

Together, these policies establish the standards expected within Digital Space Group Limited and across our supply chain. We expect all suppliers and business partners to uphold equivalent standards.

5. Colleagues

Digital Space Group Limited operates robust recruitment and onboarding processes designed to ensure compliance with UK employment requirements and to mitigate the risk of exploitation.

Pre-employment screening includes Baseline Personnel Security Standard (BPSS) checks, which verify:

- Identity
- Right to work in the UK
- Employment history for the previous three years
- Disclosure of unspent criminal convictions

Candidates are also required to provide explanations for any significant gaps in employment history or extended periods spent abroad during the previous three years.

These checks help ensure that all individuals engaged by Digital Space Group Limited are legally permitted to work and are recruited through transparent and lawful processes.

6. Supplier Due Diligence Process & Risk Assessment

Digital Space Group Limited operates a Sustainable Procurement Policy that is reviewed and updated every year. This policy articulates our approach to Supplier Management and is based on a number of external declarations/sources which includes the United Nations Declaration of Human Rights and the International Labour Organisation's declaration on Fundamental Principles and Rights at Work. We have an approach that covers the take on of new Suppliers and the continued review of our larger Suppliers (over £100K per annum).

New Supplier contracts are reviewed against a set of standards detailed on a New Supplier Form and non-compliance is signed off as a risk by the board. One of the standards is adherence to UK Law and Statute, this is a non-negotiable requirement.

Once a Supplier is fully engaged, via an executed contract, they are sent the Supplier Code of Conduct and the Supplier Health Check Form. The Supplier Code of Conduct asks the Supplier to sign up to a number of standards including Respect for Human Rights, it is our experience that Suppliers will either sign this Code of Conduct or send their own for us to sign, with their policies on Human Rights, Ethics and Responsible Sourcing. The Supplier Health Check Form requests confirmation of certifications (ISO, Ecovadis, Cyber Essentials and pre-employment checks) and confirmation of any requirement to

adhere to Section 54 of the Modern Slavery Act 2015, Transparency in Supply Chain, and links to the relevant reporting.

The responses to these policies and forms are baselined and annually we will resend the forms and look for continual improvement.

7. Training and Awareness

Digital Space Group Limited provides training to all colleagues and internal stakeholders to ensure awareness of modern slavery risks and the organisation's zero-tolerance approach.

Mandatory training is delivered annually through our Learning Management System and covers:

- Recognising indicators of modern slavery and forced labour
- Understanding organisational responsibilities under the Modern Slavery Act
- Reporting concerns through appropriate channels

This training supports colleagues in identifying potential risks and ensuring our policies are applied effectively in practice.

8. KPIs

Digital Space Group Limited monitors the effectiveness of its approach to modern slavery through internal oversight and reporting mechanisms.

Key monitoring activities include:

- Tracking reports raised through the whistleblowing procedure
- Ensuring all reported concerns are investigated appropriately, including escalation to Executive leadership where required
- Monitoring completion rates for mandatory modern slavery training

These processes support transparency and accountability across the organisation.

9. Ongoing improvement

Digital Space is committed to continuously improving its approach to preventing modern slavery and protecting workers' rights.

During the reporting period we have:

- Reviewed our Modern Slavery and related policies to ensure they effectively address emerging risks
- Monitored training completion rates, maintaining a target of 100% completion for all new colleagues with annual refresher training
- Reviewed minimum pay levels to ensure alignment with standards set by the Real Living Wage Foundation

We will continue to review and strengthen our policies, supplier engagement processes and internal controls to support ethical labour practices throughout our operations and supply chains.

10. Board Approval

This statement has been signed by the Chief Financial Officer on behalf of the Board of Directors. The statement will be reviewed and updated as appropriate and in accordance with the requirements of the Modern Slavery Act 2015 on an annual basis.

Tim Emly
Chief Financial Officer



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March 2026