Slavery and Human Trafficking statement

Modern Slavery Statement

This statement is made on behalf of Ionos Cloud Limited (‘’IONOS’’) pursuant to section 54(1) of the Modern Slavery Act.

IONOS recognises that modern slavery and human trafficking are significant issues presenting a challenge for businesses. We are committed to improving our practices to combat slavery and human trafficking.

We take a zero-tolerance approach to modern slavery, being committed to acting ethically and with integrity in our business dealings.

Organisation structure

IONOS is a web hosting company owned by United Internet, respectively the IONOS SE, a German Internet company. Within the applications segment of the United Internet, IONOS offers applications including domains, webhosting, e-commerce, server hosting and cloud solutions.

Our policies on slavery and human trafficking

To reflect our commitment to acting ethically and with integrity in all our business relationships, minimising the risk of modern slavery, we have the following policies:

- Anti-Bribery policy
- Whistleblowing Policy
- Code of Conduct Policy

We are also dedicated to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place.

Employment practices

We rigorously check all of our employees have the right to work in the United Kingdom and are paid at or above the National Living Wage. In addition to the employment rights and benefits which are provided to employees, our Contracts of Employment and Company Policies make clear to all employees what actions and behaviours are expected of our people. Training is provided to all our people annually on our Code of Conduct policy.

Due diligence processes for slavery and human trafficking

As part of our responsibility to identify and mitigate risk:

- We carry out practical processes to ensure standards are being adhered to throughout the business. These processes may include office inspections and audits of our own and our business partners' and suppliers' business areas;
- We ensure local legislation and regulations are complied with;
- Before we engage with any new supplier, we conduct a review of their business, as far as is reasonably practical;
- Where applicable, we build long standing relationships with suppliers, making clear of our behaviour expectations; and
- We have a dedicated team who are responsible for ensuring that compliance with the Modern Slavery Act 2015 is adhered to. This team works closely with the Board of Directors to ensure that our policies are operating effectively within the company.

Reporting concerns regarding slavery or human-trafficking

We foster a culture where our employees are encouraged to raise concerns about unlawful, unacceptable practices or misconduct and can do so safely without fear of reprisal. We offer our full support to those who raise a concern in good faith. Individuals can confidentially and anonymously report a concern using our Whistleblowing platform.

Our Whistleblowing Policy ensures our people know how to raise concerns about any unethical practices within our business or supply chain without fear of recrimination.

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015.

On 26 March 2025 our Board of Directors approved this statement.

Updated: March 2025

Financial year end: 31 December 2024.