ASK4 Group: Modern Slavery Statement

Introduction

ASK4 has taken and is continuing to take appropriate measures and implement practices to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chain, consistent with our disclosure obligations under the Modern Slavery Act 2015, and we expect the same high standards from our contractors, suppliers and other business partners.

ASK4 has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships. Anti-Slavery, Human Trafficking, Relationships with other Employees, Clients, Partners & Suppliers, Prevention & Detection of Fraud, Whistleblowing and more are all covered under our Code of Conduct which is a core Company policy that is read and acknowledged by all employees annually.

Our career management and development tool allows our employees to read these policies online, complete training and confirm that they will follow and adhere to all Company policies. We are able to report on and monitor compliance of these mandatory policies. All employees must confirm they have read it and that they have understood the implications and reporting requirements if they suspect malpractice.

Our Values

Our values reflect our commitment to openness and thoughtfulness, as well as our promise to support our people, clients and supply partners.

• Being Accountable – ASK4 takes responsibility for the services it delivers and always seeks to act in the best interests of its team, clients and end users.

• Working Together – ASK4 listens to, supports and evolves with its clients, partners and suppliers as we work towards common goals.
• Forging Ahead – ASK4 uses technology and insight to design products, services and solutions that meet its clients' current and future needs.
• Being Resourceful – ASK4 responds to challenges with flexibility and adaptability to ensure its clients’ needs are met.
• Have Integrity – ASK4 delivers on its promises, demonstrates respect for clients, partners and suppliers and offers open and honest advice.

Our Supply Chain

We have in place systems to:

• Identify and assess potential risk areas in our supply chains
• Mitigate the risk of slavery and human trafficking occurring in our supply chains
• Monitor potential risk areas in our supply chains
• Protect whistleblowers

Suppliers to ASK4 go through our due diligence process at the onboarding stage and are then subject to audits and reviews.

Our Policies

ASK4's business policies and practices support our adherence to the modern slavery legislation and encourage every employee and associated third party to practise and promote ethical and honest business practices at all times. ASK4 is committed to the prevention of bribery and corruption and endeavours to conduct all its business with integrity and within the requirements of the Bribery Act 2010. All employees, service providers and third parties associated with ASK4 are required to engage in the highest standards of ethical business behaviour to ensure appropriate and honest corporate decisions and actions are consistently taken.

ASK4 does not tolerate, permit, or engage in bribery, corruption or improper payments of any kind in our business dealings, anywhere in the world, both with public officials and within the private sector. ASK4 promotes transparency and insists all staff and associated third parties adhere to the company's Anti-Bribery Policy and has implemented a rolling programme of risk assessments, business-process reviews and awareness training for all staff to reduce any risk of potential non-compliant activity.

The Future

We are committed to continually improving the way we educate and inform our employees about modern slavery. This is reviewed annually to ensure we continue to maintain and improve our high standards.

This statement has been reviewed and approved by our Board of Directors and will be reviewed on an annual basis.

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Andrew Dutton
Chief Executive Officer of ASK4
1 March 2025