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Peak Technologies Ltd

Modern Slavery Statement – 2025

The United Kingdom Modern Slavery Act of 2015 requires certain businesses to publish a statement outlining the steps they have taken to ensure their businesses and supply chains are free from modern slavery and human trafficking. The disclosures are intended to increase the transparency and amount of information made available by businesses to allow consumers andinvestors to monitor and compare the measures taken by different businesses.

Our United Kingdom Businesses

Peak Technologies Ltd operates in the United Kingdom and files financial statements under Peak Technologies Ltd (hereinafter referred to as "Peak Technologies").

For over 25 years, Peak Technologies has been at the forefront of providing end-to-end enterprise mobility, managed services, mobile technology, printing and mobile data capture solutions for performance driven organizations focused on the optimization of supply chain and field-based business processes.

Peak Technologies serves as a trusted business partner for some of the world's largest companies, while also supporting local and regional customers with an extensive coverage footprint throughout Europe.

Peak Technologies has a strong commitment to high ethical standards starting with our senior leaders. Peak Technologies enjoys a positive reputation in the industry and relies on its employees and partners to conduct themselves with integrity and honesty and in compliance with the law. Peak Technologies has implemented various policies, procedures and steps that aid in mitigating the risk of slavery and human trafficking in its business and in its supply chain.

Our Supply Chain

Peak Technologies has established global strategic partnerships with manufacturers and distributors for the purchase for resale of products and services. It is important to note that Peak Technologies does not manufacture goods or handle raw materials or commodities. However, Peak Technologies is committed to sourcing products and services from suppliers who share our ethical values and to conducting our business in a manner that respects the rights and dignity of all people. Many of our major suppliers are members of the Responsible Business Alliance (formerly the Electronic Industry Citizenship Coalition) (the "RBA"). While not a member of the Responsible Business Alliance, Peak Technologies supports the vision and goals of the RBA and the application of its standards in maintaining and improving social, economic and environmental performance in operations of Peak Technologies and its suppliers by prohibiting the use of forced labor, bonded labor (including debt bondage), indentured labor, involuntary prisoned labor, slavery or trafficking) in its own operations.

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Our Principles and Policies

The Peak Technologies Corporate Social Responsibility Policy sets forth Peak Technologies expectations and policies regarding human rights and worker rights.

1) Human Rights

Peak Technologies is vehemently opposed to the use of slavery in all forms, cruel, inhuman or degrading punishments and any attempts to control or reduce freedom of thought, conscience and religion. Through our policies and procedures, we ensure that all of our employees and contingent staff are entitled to their rights under international human rights standards as the Universal Declaration of Human Rights and the Human Rights Act of 1998. We will not enter into or continue business arrangements with any person, company or organization which fails to uphold the human rights of its workers.

2) Worker Rights

The diversity and individuality of our personnel is valued as a key success factor for our Company. We are committed to treating everyone with fairness and respect in all areas of recruitment, hiring, employment promotion, training and discharge. Any form of discrimination or harassment based on personal characteristics such as nationality, gender, age, ethnicity, religion, sexual orientation, disability, membership of an association or any other subject protected by law, will not be tolerated and will be subject to appropriate action. Further, Peak Technologies will not prevent workers from joining or forming staff association or trade union or suffer any detriment as a result of same.

Workers are made aware of the terms and conditions of their employment or engagement from the outset. In particular, workers are advised of wages, working hours, payment method and timing and overtime provisions, and leaves available. Peak Technologies is committed to comply with all relevant employment legislation and regulations. We regard such legislation and regulations as the minimum rather than the recommended standard.

Company Policy

Peak Technologies also instills Company values in our people the distribution of the Peak Technologies Corporate Social Responsibility Policy to its new employees. We have appointed culture ambassadors who are tasked with updating our Corporate and Social Responsibility Statement and are instrumental in sharing our values message throughout the Company.

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This statement is made pursuant section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2024, has been approved and authorised by:

Signature:	……
Name:	René Schrama
Position:	Managing Director
Date:	
	……

Rene Schrama

28-01-25 | 08:31 GMT

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