

Modern Slavery Statement

2026

What is modern slavery?

Modern slavery is the illegal exploitation of people for personal or commercial gain, often in horrendous conditions which the victim cannot escape. It includes human trafficking.

This statement sets out the steps Canonical has taken during its financial year to ensure that slavery and human trafficking is not taking place in its supply chain.

Who we are - our structure and supply chains

Canonical serves as the publisher for the Ubuntu open source operating system within the information technology sector. The company is dedicated to making open source software accessible to a global audience. In addition to this mission, Canonical provides services such as software development and support.

Canonical, together with its affiliated entities, maintains a global workforce exceeding 1000 personnel, with strategic presence in seven locations around the world, as detailed on <https://canonical.com/contact-us>.

As an organisation Canonical's internal activities include engineering, support, project management and commercial operation services - legal, finance, HR and sales and business operations.

Canonical procures services from a number of external third parties to support its activities and services.

Canonical Group Limited and Canonical UK Limited are English subsidiaries of Canonical Limited and a number of affiliated entities provide services. A full list of Canonical entities can be found at </legal/companies>. This statement relates to Canonical Group Limited and Canonical UK Limited.

Our Policy

Canonical does not tolerate modern slavery. The company will not knowingly establish associations with customers, suppliers, personnel, or other business partners involved in any form of forced labour or human trafficking.

Canonical, in strict adherence to the Modern Slavery Act 2015, imposes a duty on itself and its supply chain to ensure compliance with anti-modern slavery regulations.

In support of this commitment, Canonical's approach is also guided by internationally recognised standards that promote ethical, fair, and responsible business practices. These include the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the ILO Fundamental Conventions, and the UN Universal Declaration of Human Rights. Canonical expects its suppliers and business partners to operate in a manner consistent with these principles.

Canonical has implemented a [Business Code of Conduct](#) which establishes a clear and unified standard governing Canonical's operations and the expectations it places on its business partners across their value chains. All suppliers, including their subcontractors where relevant, are expected to comply with Canonical's Business Code of Conduct and to promote equivalent standards within their own supply chains.

Canonical also expects its business partners to implement appropriate management systems, provide relevant training, and cooperate with audits where necessary to support compliance with these standards and the [Business Code of Conduct](#).

To ensure compliance by the supply chain and safeguard against modern slavery, Canonical has implemented a comprehensive set of procedures within its business and supply chain management processes.

Recognising the intricate nature of modern slavery as a supply chain concern, Canonical collaborates closely with its suppliers. The company conducts periodic reviews of all policies and procedures, consistently striving to enhance its approach. Ongoing evaluations of procurement processes and supplier engagements remain integral to Canonical's commitment to combat modern slavery.

Our Due Diligence Processes

Canonical employs a comprehensive approach to due diligence in identifying and mitigating the risks of modern slavery:

1. **Risk Assessment:** Canonical conducts regular risk assessments, considering the nature of its industry, geographic locations, and types of labour involved in its supply chains. This dynamic assessment informs the development of targeted risk mitigation strategies.

2. **Supplier Engagement:** Canonical actively engages with suppliers to assess their commitment to eradicating modern slavery. The company incorporates clauses within contracts requiring compliance with modern slavery legislation and adherence to ethical labour practices and expects business partners to comply with [Business Code of Conduct](#) and promote equivalent standards throughout their own supply chains.
3. **Audits and Inspections:** Canonical conducts audits and inspections of its suppliers to assess their compliance with the Anti-Slavery Policy. These assessments are conducted by qualified personnel to ensure a thorough and accurate evaluation of adherence to ethical standards.
4. **Training and Awareness:** Canonical invests in ongoing training programs for personnel and suppliers to raise awareness of modern slavery risks, identification, and reporting mechanisms. These initiatives empower individuals to actively contribute to the prevention and detection of modern slavery.

Our Reporting Mechanisms

Canonical maintains a [Speak Up Portal](#) that allows both internal and external stakeholders to report concerns related to modern slavery, unethical conduct, or other compliance issues within Canonical's operations or supply chain.

Canonical is dedicated to fostering an environment that encourages openness and transparency, empowering all stakeholders to contribute to the eradication of modern slavery from our operations and supply chain. In line with that, Canonical expects its business partners to maintain a mechanism, communicated to their personnel and their own business partners, that allows raising concerns while ensuring confidentiality, anonymity, and protection of reporters from any form of retaliation, in accordance with applicable laws.

Our Effectiveness and Continuous Improvement

Canonical is committed to the ongoing improvement of its efforts to combat modern slavery. The company regularly reviews and updates its codes, policies, procedures, and due diligence processes to adapt to emerging risks and incorporate best practices. Canonical actively seeks feedback from stakeholders to enhance its approach to ethical sourcing continually.

Further actions and sign-off

Following our review of our actions this financial year, ending 31st December 2025, to prevent slavery or human trafficking from occurring in our business or supply


chains, we intend to take the following further steps to tackle slavery and human trafficking:

- Recognising the importance of responsible sourcing, we will enhance the screening process for our suppliers, with a specific focus on those operating in regions identified as at-risk for slavery and human trafficking.
- We will strengthen our internal training programs to ensure that personnel, particularly those involved in procurement and supply chain management, are well-informed about the risks and indicators of slavery and human trafficking. This training will empower our workforce to identify, prevent, and address potential issues effectively.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Canonical's slavery and human trafficking statement for the financial year ending 31st December 2025.

This statement was approved by the director of Canonical Group Limited and Canonical UK Limited.

Neil French
Canonical
11 March 2026

DocuSigned by:

2FA3519341EF47C...