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ANNUAL MODERN SLAVERY STATEMENT FYE 2026

This statement relates to Craneware plc, covering all business regions and its subsidiaries, for the financial year ended 30 June 2026.

INTRODUCTION

Craneware plc (AIM:CRW.L) is a publicly traded international technology company with headquarters in Edinburgh, Scotland (in the United Kingdom), along with subsidiaries and offices in the United States of America. We are committed to conducting our dealings with customers, suppliers, employees and the communities in which they are based, with the utmost integrity and, as such, we are committed to supporting the elimination of acts of modern slavery. In all our dealings, we are required to respect people and to value their diversity to support better outcomes for all.

OUR STRUCTURE AND SUPPLY CHAINS

The Group's employees are based in the United Kingdom and in the United States of America. Our supply chain consists principally of cloud and software infrastructure providers, professional and engineering services firms, data security vendors, and corporate services suppliers. The majority of our direct suppliers are established technology and professional services organisations operating in jurisdictions with developed labour protections.

We recognise that the areas of our supply chain carrying comparatively higher inherent risk are those involving contracted labour and any facilities or corporate services engaged locally. These relationships receive particular attention within our due diligence and contracting processes.

ADHERENCE TO OUR BUSINESS ETHICS

We recognise our responsibility for upholding and protecting the human rights of our employees and other individuals with whom we deal in our operations across the world. We have zero tolerance for slavery and human trafficking.

Our Anti-Slavery and Human Trafficking Policy, which forms part of the Employee Handbook and is published on the company intranet, reflects our commitment to act ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. The Policy applies to all people working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, interns, agents, contractors, external consultants, third-party representatives and business partners. To ensure that those we work with comply with our ethos, we require those in our supply chains to adhere to the Policy and to incorporate it into their own business practices. Where an organisation in our supply chain fails to comply with the Policy, we may terminate our contract and cease to do business with them.

IDENTIFYING, ASSESSING AND MANAGING RISK

Assessment of the risks of modern slavery is kept under continuous review to confirm whether circumstances change in a way that requires additional actions.

Employees are required to comply with our Anti-Slavery and Human Trafficking Policy and are encouraged to report any concerns they may have in relation to anti-slavery and human trafficking. Any violation of the Policy may result in disciplinary action, including dismissal.

We maintain a Whistleblowing Policy, published on our company intranet, which allows our employees to report any anti-slavery and human trafficking concerns in confidence and without fear of disciplinary action. During the year, no concerns relating to modern slavery were raised through these channels.

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EFFECTIVE ACTION TO ADDRESS MODERN SLAVERY

Potential suppliers must demonstrate their capability to meet our contractual requirements and we look for a clear demonstration of commitment to corporate social responsibility.

Contractual obligations: We include modern slavery provisions in contractual arrangements where appropriate.

Ongoing review: Our annual vendor review process includes a check for current modern slavery statements or equivalent documentation.

During the year, no instances of modern slavery were identified within our own business or our supply chains, and no supplier relationship was terminated on modern slavery grounds.

TRAINING AND AWARENESS

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and in our business, we provide training to our employees as part of our mandatory annual Legal and Regulatory Curriculum, which includes a dedicated Anti-Slavery & Human Trafficking module. All employees must complete this training annually and on joining the Group.

APPROVAL

This statement has been approved by the Board of Directors of Craneware plc on 27 August 2026 and is made in accordance with Section 54(1) of the Modern Slavery Act 2015.

Signed by:
I Urquhart
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Issy Urquhart
Chief People Officer, for and on behalf of Craneware plc, 27 August 2026