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27 May 2025

**MODERN SLAVERY ACT STATEMENT**

This statement is made by The Foundry Visionmongers Ltd ("**Foundry**") pursuant to section 54(1) of the Modern Slavery Act 2015 for the financial year ending 31 December 2024 (the "**Financial Year**"). It sets out Foundry's commitment to carrying out our business in a fair and honest manner and our support that modern slavery has no place in or around our business.

We confirm that no instance of modern slavery was reported to us for the Financial Year, and we did not identify any specific instance of these in our operations.

**About Foundry**

We operate from our headquarters in London, United Kingdom.

Foundry has a heritage of nearly 30 years, developing creative software for the Media and Entertainment industry and a portfolio of award-winning products. We advance the art and technology of visual experience with creative leaders around the globe, including major feature film studios and post-production houses.

We are part of the Roper group of companies, and our ultimate group parent is Roper Technologies, Inc., ("**Roper**"). As such, we are proud to work in accordance with the Roper Business Code of Ethics and Standards of Conduct (the "**Code**").

**Anti-Slavery Statement**

Our business is carried out in an ethical manner, and we revise and improve our systems regularly in line with our aims and commitments to adhere to ethical best practices and to support a diverse and equitable workforce and environment. Degrading practices such as forced labour, trafficking for exploitation, child labour, discrimination, unsafe working conditions or any other human rights violations, have no place in or around our business, industry, or society.

Foundry takes a zero-tolerance approach towards all forms of modern slavery, and we are committed to preventing acts of modern slavery from taking place within our business and our supply chain. This statement sets out the steps that Foundry has taken, and the further steps that we continue to take towards that goal.

**Policies which relate to the Modern Slavery Act 2015**

The following policies set out the standards required of our staff, agents and the third parties that we engage with, as applicable, and include details of the mechanisms in place which can be used to report issues or concerns. These policies are reviewed annually and are overseen by relevant members of our Executive Team. Our policies are available to our staff, as applicable, through our online internal portal and the Roper Code is publicly available on Roper's website.

- Third Party Procurement Policy
- Anti-Bribery and Anti-Corruption Policy
- Employee Handbook
- Roper's Code

**Responsible Recruitment**

We are an equal opportunities employer, fully committed to creating and ensuring an inclusive and respectful working environment for all our staff. We encourage all our staff to feel confident that they can report concerns without any risk to themselves.

Our recruitment and people management processes include provisions to ensure that all prospective staff are legally entitled to work in the relevant country of their engagement, and to safeguard all staff from any abuse or coercion.

**Supply Chain and Supplier Due Diligence**

Our ethical standards are reflected in our internal policies and as part of our third party procurement process.

We look to work with third parties who can adhere to, or are working towards, full adherence to our codes of ethics and conduct.

Whilst we will keep the status under annual review, we consider Foundry's business to be relatively low risk in relation to modern slavery, given the nature of our business and the limited footprint of our office operations.

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Foundry's business continues to rely predominantly on its in-house development of proprietary software solutions. In addition, we work with various technical partners and license-in certain technologies which contribute (whether directly or indirectly) to our product solutions.

Where we do license-in technology, the nature of those solutions and the context of the wider industry, means that the licensors are typically advanced technology businesses, having highly skilled workforces and working to their own codes of conduct and/or ethical business practices relevant to their country of incorporation. Similar to Foundry, they rely predominantly on their own in-house development activities.

For our business operations, we rely on general business suppliers for items such as travel, cleaning and security services, stationery and catering/refreshments for our London office. We also purchase IT equipment for our workforce.

**Risk Assessment and Management**

Among operational business services, we continue to identify cleaning and security services as being higher risk in relation to modern slavery, based on the nature of the service and associated indirect supply of personnel. For these services, we only use reputable suppliers (either engaged direct or otherwise provided by our office landlord) and review evidence of their commitment towards the same policy goals as set out herein.

**Training, Increased Awareness & Reporting**

Within Foundry, day to day responsibility for administering our zero-tolerance approach rests with our Corporate Operations functions, where key team members from Legal, Finance, IT, People, Procurement and Facilities are primarily responsible for selecting and approving arrangements with general business suppliers.

Roper's Code forms part of Foundry's Employee Handbook, provided to our new joiners and is available to our staff, as applicable, through our online internal portal. All Foundry staff also undergo annual business ethics training as part of Roper's annual compliance initiatives. As part of that process, each Foundry staff member certifies their adherence to the Code and its practices.

Roper operates a group-wide whistleblowing policy for any suspicion of inappropriate, unethical or illegal conduct or behaviour in violation of or inconsistent with the Code. Roper also has a no retaliation process which is set out in the Code. Details are publicly available on Roper's website and re-communicated to all Foundry staff through the annual training program.

**Continued Review**

We regularly review our procedures, policies and actions taken to prevent modern slavery.

This statement has been approved by the Executive Team of The Foundry Visionmongers Ltd. It shall be reviewed annually and is made available on our website at www.foundry.com.

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**James France**

**Chief Financial Officer**

**The Foundry Visionmongers Ltd.**

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