

Modern Slavery and Human Trafficking Statement

For the financial year ending 31 December 2025

Fasthosts Internet Limited

This statement is made by Fasthosts Internet Limited (“Fasthosts”) pursuant to section 54(1) of the Modern Slavery Act 2015. It sets out the steps taken during the financial year ending 31 December 2025 to prevent modern slavery and human trafficking in our business and supply chains.

Our business and supply chains

Fasthosts is a UK based web hosting provider and part of the IONOS Group. Our business is primarily digital in nature. We provide hosting and related internet services and rely on technology infrastructure and support services to operate our business.

We do not own data centre real estate directly and utilise facilities provided within the wider IONOS Group.

Our principal supply chains include:

- software and technology providers;
- professional services;
- recruitment and temporary labour providers;
- office facilities services, including cleaning and security; and
- certain infrastructure and hardware related suppliers operating within the wider group supply chain.

Our suppliers are located primarily in the UK and Europe, although we recognise that some infrastructure and hardware related supply chains may extend into other jurisdictions.

Our policies and governance

Fasthosts maintains a zero tolerance approach to modern slavery and human trafficking. We are committed to acting ethically and with integrity in our business dealings and relationships.

Our approach is supported by internal policies and procedures, including:

- Code of Conduct, which sets out the standards of ethical behaviour expected of employees;
- Whistleblowing Policy, which enables concerns to be raised confidentially and, where appropriate, anonymously; and
- Employment related procedures supporting lawful pay, fair treatment and appropriate workplace standards.

Responsibility for oversight of this area sits with Fasthosts’ management, with escalation to the Board of Directors as appropriate.

Risk assessment

Given the nature of our business, we consider the risk of modern slavery within our directly employed workforce to be relatively low. However, we recognise that modern slavery risks can arise in any business and may be more likely in certain parts of the supply chain, particularly where services involve lower paid, outsourced or temporary labour.

We consider the following areas to present a relatively higher inherent risk than our core office based employee population:

- outsourced office facilities services, including cleaning and security;
- recruitment and temporary labour arrangements; and
- certain hardware and infrastructure related supply chains.

We continue to review these risks as part of our wider compliance and supplier management processes.

Due diligence and supplier management

We apply proportionate due diligence processes when engaging suppliers. These processes may include reviewing the nature of the supplier's services, considering risk factors associated with the supplier or service category, and escalating any concerns identified during onboarding or contract review.

We also make use of group level procurement and risk management processes to support oversight of key suppliers, particularly in relation to infrastructure and hardware related supply chains.

Employment practices

Fasthosts is committed to fair and lawful employment practices.

We take steps designed to reduce the risk of labour exploitation within our workforce, including:

- checking that employees have the right to work where legally required;
- paying employees at or above the applicable National Living Wage or National Minimum Wage;
- maintaining transparent employment documentation and workplace policies; and
- monitoring the use of temporary or agency labour where relevant.

We do not knowingly tolerate forced labour, bonded labour, involuntary labour or unlawful deductions from wages.

Training and awareness

Mandatory Code of Conduct training is provided to employees and includes guidance on ethical behaviour, awareness of inappropriate or unlawful practices, and how to raise concerns.

Completion levels for mandatory Code of Conduct training during the reporting period were below our target. We have identified this as an area for improvement and will take steps during

2026 to improve completion rates through targeted follow-up and enhanced management oversight.

Reporting concerns and remediation

We encourage employees and other workers to speak up if they have concerns about conduct that may be unlawful, unethical or inconsistent with our policies.

Concerns may be raised through our Whistleblowing Policy and reporting channels, which are intended to allow individuals to report issues confidentially and without fear of retaliation for raising a concern in good faith.

Where concerns relating to modern slavery, human trafficking or labour exploitation are identified, they will be reviewed and escalated as appropriate. Depending on the circumstances, actions may include further investigation, engagement with the relevant supplier or party, corrective action, and where necessary, reconsideration or termination of the relevant business relationship.

Measuring effectiveness

We recognise the importance of assessing the effectiveness of the steps we take to address modern slavery risk.

During the reporting period, one of the measures used was completion of mandatory Code of Conduct training. Over the next financial year, we intend to continue developing our approach to monitoring effectiveness, including consideration of additional measures relating to supplier due diligence and risk review.

Approval

This statement was approved by the Board of Directors of Fasthosts Internet Limited on 15 May 2026.

Rupert Bedell

Director

For and on behalf of Fasthosts Internet Limited

Date: 15 May 2026