SH PROFESSIONAL SERVICES

Ref: SHPRCO017

Modern Slavery and Human Trafficking Policy Statement

Approved by: Board & RCO Committee | Version: 1.1 | Effective date: 1 October 2026 | Next review: 1 October 2027

SH Professional Services Ltd (we, us, our) is committed to acting ethically and with integrity in all our business dealings, and to ensuring that modern slavery and human trafficking have no place in our business or our supply chains. We support the aims of the Modern Slavery Act 2015 and take a zero-tolerance approach to slavery, servitude, forced or compulsory labour and human trafficking in all its forms.

1. Scope

This statement applies to everyone who works for or on our behalf, including directors, employees, contractors and agents, and to all our business relationships and supply chains. We expect the same standards from our suppliers, partners and others we work with.

2. Our business and supply chains

We provide professional and technology services under the Tlam, Rendr and Mushroombiz brands. We consider the risk of modern slavery within our own operations to be low, given the nature of our work and workforce; our focus is on the suppliers and service providers we engage, and on remaining alert to indicators of exploitation in our wider dealings.

3. Our commitments

- We treat everyone who works for us fairly and lawfully, verify the right to work, pay at least the applicable minimum wage, and do not tolerate forced, bonded or compulsory labour.
- We expect our suppliers and partners to uphold equivalent standards, and we take modern slavery risk into account in our dealings with them.
- We encourage anyone who works for or with us to be alert to the signs of modern slavery and to raise concerns.
- We will not knowingly support or deal with any business involved in slavery or human trafficking.

4. Raising concerns

Anyone with a concern that modern slavery or human trafficking may be taking place in our business or supply chains should report it to a director. Concerns can be raised in confidence and without fear of retaliation, and will be taken seriously and handled appropriately, including referral to the authorities where necessary.

5. Responsibility and review

Our directors are responsible for this policy and for ensuring it is upheld. We review it regularly to ensure it remains effective and reflects our obligations and good practice.