Anti-slavery and Human Trafficking Policy

This policy applies to all employees, directors, workers, contractors, suppliers and any other third parties working for or on behalf of Laplace.

Laplace Solutions is not currently required to publish an annual anti-slavery and human trafficking statement under Section 54 of the Modern Slavery Act 2015, as that requirement applies to commercial organisations that meet the statutory turnover threshold. However, Laplace voluntarily follows the principles of the Act and maintains proportionate controls to help prevent modern slavery within its operations and supply chain.

Laplace Solutions strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards.

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded labour, child labour and human trafficking. Human trafficking occurs where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

We expect everyone working with us, or on our behalf, to support and uphold the following measures to safeguard against modern slavery:

- A zero-tolerance approach to modern slavery in our organisation and our supply chains.
- The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.
- Any employee, worker, contractor or supplier who suspects modern slavery, human trafficking, forced labour or exploitation within the Company's operations or supply chain must report their concerns immediately to their line manager, a Director, HR, or through the Company's Whistleblowing Policy. The Company will treat all reports seriously and investigate concerns appropriately. Individuals raising genuine concerns in good faith will not suffer any detriment, retaliation or victimisation.
- We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.
- We may require:
  - Employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with our policy.
  - Suppliers engaging workers through a third party to obtain that third party's agreement to adhere to this policy, or an equivalent policy.
- As part of our ongoing risk assessment and due diligence processes, we will consider whether circumstances warrant carrying out audits of suppliers for compliance with our Code of Conduct. Before engaging new suppliers, the Company may carry out proportionate due diligence to assess the risk of modern slavery within the supplier's business and supply

chain. This may include reviewing supplier policies, questionnaires, public statements, certifications and contractual commitments.

- If we find that individuals or organisations working on our behalf have breached this policy, we will take appropriate action. This may range from requiring remedial action, where that represents the best outcome for those affected by the breach, to terminating the relevant relationship.

The Company will communicate this policy to relevant employees, workers and contractors and will provide appropriate guidance or training where this is proportionate to their role and the level of modern slavery risk.

All employees, workers, contractors, suppliers and other third parties working for or on behalf of the Company are responsible for complying with this policy and reporting suspected breaches.

Signed:
Date: 21st July 2026



Iain Henderson, Director
Review Date: July 2027