

Modern Slavery Statement

KHIPU Networks are committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and or similar human rights abuses.

This statement sets out our actions to understand all potential modern slavery risks related to the business and to ensure steps are maintained to prevent both slavery and human trafficking. This statement is made pursuant to our company's financial year ended on the 31st December 2025.

We are also committed to ensuring our approach to tackling modern slavery in our own business and throughout our supply chains is consistent with the obligations under the Modern Slavery Act 2015. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

Organisation structure and supply chains

KHIPU Networks is a specialist cyber security company headquartered in the UK, with offices in Fleet, Hampshire as well as in Gqeberha and Cape Town in South Africa, supplying products and services across a wide range of industry verticals within the UK, South Africa and internationally.

We are a value-added reseller, procuring goods that enable us to deliver solutions and services covering three main areas:

- Next-Generation Networking
- Advanced Cyber Security
- Professional, Pro-Active Support and Managed Services

Our supply chain consists of US-based manufacturers and their in-country distributors. We also use courier services for equipment delivery and sub-contractors for some professional services. We use a limited number of suppliers and sub-contractors, who would have been vetted as per our due diligence processes before working with our company.

Procedures in relation to slavery and human trafficking

Whilst working for, or on behalf of KHIPU, our suppliers, sub-contractors, and our business partners must adhere to the following provisions:

Forced or Involuntary Labour

Workers will not be subject to any form of forced labour. All work must be voluntary, and workers shall have freedom to terminate their employment at any time without penalty, given notice of reasonable length.

Recruitment Fees

Workers shall not be charged any fees or costs for recruitment, including costs associated with travel, processing official documents and work visas in both home and host countries.

Document Retention

Confiscating or withholding worker identity documents or other valuable items, including work permits and travel documents (e.g.: passports) is strictly prohibited. The retention of personal documents shall not be used to bind workers to employment or to restrict their freedom of movement.

Contracts of Employment

Written contracts of employment shall be provided to migrant workers in a language they understand, clearly indicating their rights and responsibilities regarding wages, working hours and employment conditions. Migrant workers shall be provided with their employment contract prior to deployment. The use of supplemental agreements and the practice of contract substitution are strictly prohibited.

Deposits

Migrant workers shall not be required to lodge deposits or security payments at any time.

Humane Treatment

The workplace shall be free of any form of harsh or inhumane treatment. Disciplinary policies and procedures are clearly defined and communicated to all workers, and shall not include any inhumane disciplinary measure, including mental or physical coercion, or verbal abuse of workers. Nor shall they result in wage deductions, reductions in benefits, or compulsory labour. Threats of physical or sexual violence, harassment, and intimidation against a worker, his or her family, or close associates is strictly prohibited.

Workers Equality

All workers shall be treated fairly and equally. Migrant workers shall benefit from conditions of work (including but not limited to wages, benefits, and accommodation) no less favourable than those available to country nationals. Migrant workers (or their family members) shall not be threatened with denunciation/disclosure to authorities to coerce them into taking up or maintaining employment.

Wages and Benefits

All workers shall be paid at least the minimum wage and shall be provided all legally mandated benefits. Wage payments shall be made at regular intervals, directly to workers and shall not be delayed, deferred, or withheld. Only deductions, advances or loans authorised by national law are permitted with the full consent of the worker. Clear and transparent information shall be provided to workers about hours worked, rates of pay and the calculation of legal deductions. All workers must retain full and complete control over their earnings. Wage deductions must not be used as a disciplinary measure or to keep workers tied to their employer or their jobs.

Working Hours

Workers shall not be forced to work more than the number of hours permitted in national law. Normal working hours and overtime shall not exceed 48 hours per week. No worker shall be made to work overtime under threat of penalty, dismissal, or denunciation to authorities. No worker shall be forced to work overtime as a disciplinary measure or for failure to meet production quotas.

Freedom of Movement and Personal Freedom

Workers' freedom of movement shall not be unreasonably restricted. Workers shall not be physically confined to the workplace or related premises, nor shall any other coercive means be used to restrict their freedom of movement or personal freedom.

Grievance Procedure

The grievance procedure detailed within the staff employee handbook shall apply.

Private Employment Agencies

Companies shall hire migrant workers directly whenever possible. When the subcontracting of recruitment and hiring is necessary, companies shall ensure their labour agencies are certified or licensed by a competent authority and that they do not engage in fraudulent behaviour placing the worker at risk of forced labour or trafficking for exploitation.

Policies relating to modern slavery

The following policies which support this statement are available upon request:

- Corporate Social Responsibility
- Anti-Bribery
- Responsible Procurement
- Ethics Policy
- Whistleblower
- Equality, Diversity, and Inclusion (EDI)

We have these policies to reflect our commitment to acting ethically and with integrity in all our business relationships.

Due diligence in the supply chain

Through undertaking due diligence in our activities, we seek to ensure that we do not inadvertently support Modern Slavery. We make our processes known to our suppliers as a means of encouraging good practice.

Through our supplier and sub-contractor onboarding process, and whenever we undertake full public procurements, potential suppliers must self-declare if they meet the relevant criteria in the Modern Slavery Act 2015.

When we procure, we make use of Government Procurement Frameworks as far as possible, which provides an additional level of assurance regarding the practices of suppliers.

We also reserve the right to challenge any abnormally low-cost tenders to ensure they do not rely upon the potential contractor practising modern slavery.

Risk assessment and management

In order to assess the risk of modern slavery, the company will:

- Identify and assess potential risk areas when considering taking on new suppliers and regularly review our existing supply chains through our onboarding process.
- Review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.
- Protect whistle blowers.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.

Where a potential risk has been identified by a member of staff, they are able to report this anonymously as per our Whistleblower policy.

If it is found that there is a breach of the act with one of our suppliers, we reserve the right to terminate arrangements with them.

Training on modern slavery and trafficking

We provide training to all members of staff, and this has also been incorporated into our induction programme. As part of training, we make staff aware of actions that they need to take if they suspect modern slavery or human trafficking taking place within our business or supply chain.

Key Performance Indicators

Within the next year, we will further review our supplier onboarding process to embed checks on our supply chain, not only to ensure compliance with the requirements of the Modern Slavery Act 2015 but to ensure that risk assessment and management is adequate.

Furthermore, we commit to review and publish an updated policy on an annual basis within the first half of each calendar year. Here, we will use this as an opportunity to make improvements for workers within our supply chain and our business.

Approved;



Chief Executive Officer
21/05/2026