



Modern Slavery Statement

January 1, 2025 – December 31, 2025

1. Introduction

This statement is made on behalf of the Exclaimer group of companies (collectively, **We, Us, Our**) for the financial year ending 31 December 2025. We have a zero-tolerance approach to modern slavery and human trafficking in all forms - in Our own operations and throughout Our supply chain.

This statement satisfies Our disclosure obligations under Section 54 of the UK Modern Slavery Act 2015.

2. About Exclaimer

This statement covers Exclaimer Limited, registered in England and Wales with company number 04938619.

Exclaimer Limited is the parent company of the Exclaimer group and is headquartered in England in the United Kingdom, with its registered office at 250 Fowler Avenue, Farnborough, Hampshire, GU14 7JP. We develop and deliver cloud-based email signature management solutions that help organisations centrally manage, control, and deploy email signatures at scale - ensuring brand consistency and compliance across all devices and email platforms.

Our workforce of approximately 300 employees serves customers across a diverse range of sectors - including accountancy, education, finance, government, healthcare, legal, and retail. We distribute access to Our SaaS services globally directly and through Our network of channel partners.

3. Our Structure, Operations, and Supply Chain

As a SaaS business, Our operations are predominantly office-based and remote-working. We do not manufacture physical goods. Our supply chain spans a wide range of third-party suppliers globally, with the majority of external spend being the procurement of goods and services including:

- Cloud and IT infrastructure
- Sales and marketing technology
- Professional services
- Recruitment and staffing
- Facilities and HR

As a global business, We acknowledge that geographic diversity introduces varying levels of modern slavery risk that We must actively manage. Wherever We have commercial leverage to do so, Our Suppliers are contractually required to comply with Our [Supplier Code of Conduct](#).

Our channel partner network - predominantly within the same regions as Our customers - can provide technical and customer support services depending on the channel partner's role. Channel partners must complete Our onboarding process and comply with Our [Partner Code of Conduct](#).

4. Risk Assessment and Due Diligence

We conducted a structured supplier risk assessment covering all material third-party suppliers. Each supplier was evaluated across sector risk, geographic risk, and compliance indicators generating a Red/Amber/Green (**RAG**) rating.

Key outcomes:

- No suppliers were rated Red at the conclusion of the assessment period.

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Registered number: 04938619. VAT number: GB 258283380



- The majority of material suppliers were rated Green with only a small number of suppliers receiving an Amber rating. These have been prioritised for targeted engagement.

These findings are consistent with the broader understanding that companies like Exclaimer, who do not supply hardware and have footprints in the countries where We operate¹, encounter the same risks as other office-based organisations².

5. Policies and Governance

Our commitment to preventing modern slavery is underpinned by Our company values. We empower and challenge Our employees to be brave and direct; to ask the hard questions; to act with integrity, humility and kindness.

- Our [Code of Business Conduct](#) sets the standard We expect of all Our employees and is the foundation of Our compliance culture.
- Our [Partner Code of Conduct](#) and [Supplier Code of Conduct](#) apply to all supply chain and channel partners (where We have commercial leverage to do so) and set out the standards We expect of those supplying services to Our group.
- Our [Anti-Modern Slavery Policy](#) mandates zero tolerance towards all forms of slavery, servitude, forced labour, human trafficking, debt bondage, criminal exploitation, and wage withholding. These crimes have no place in Our business operations.
- Our internal policies focusing on anti-discrimination, bullying and harassment establish a safe and respectful workplace for all.
- Our independently operated [Whistleblower Hotline](#) enables employees, contractors, and third parties to report suspected violations anonymously and without fear of retaliation. Internal reporting routes to People Operations and Legal are also available.

All policies are reviewed at least annually. We support the [UN Universal Declaration of Human Rights](#) and comply with all applicable anti-trafficking, anti-slavery, anti-forced labour, and child labour laws globally.

6. Employee Training and Awareness

All employees globally will be required to complete mandatory modern slavery and human trafficking training at least annually.

7. Key Performance Indicators

We track the following KPIs to measure the effectiveness of Our approach:

- *Supplier risk assessment coverage*: target 100% of material suppliers annually
- *Amber-rated suppliers with active remediation plan*: target 100%
- *Suppliers with published Modern Slavery Act-compliant statement*: tracked and reported annually
- *Modern slavery training completion*: target 100% of employees
- *Whistleblower reports received and resolved*: tracked quarterly

8. Statement of risk

In light of the details set out in this Modern Slavery statement, We consider the risk of modern slavery in Our business operations and supply chains to be low.

¹ <https://www.walkfree.org/global-slavery-index/map/> based on a wide range of risk factors including governance issues; lack of basic needs; inequality; disenfranchised groups; effects of conflict; attitudes; social systems; and, government action.

² TechUK's written evidence to the UK Government on reform of the Modern Slavery Act (MSA0032 - March 26, 2024) <https://committees.parliament.uk/writtenevidence/129083/pdf> page 3 - Office and service sector risks.



9. Future Commitments

Over the next 12 months, We commit to:

- Following up with amber rated suppliers.
- Reporting progress against all KPIs in Our next annual statement in 2027
- Continuing to review and update Our policies, training, and procedures in line with evolving legal requirements and industry practice.

10. Approval

This statement has been reviewed and approved by the Directors of Exclaimer Limited.

Signed:

Signed by:

Rob Singer

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Rob Singer

CEO, Director, **Exclaimer Limited**

Date: 7/28/2026