Modern Slavery and Human Trafficking Statement

Tazio Online Media Limited

Introduction

This Modern Slavery and Human Trafficking Statement outlines the steps taken by Tazio Online Media Limited ("Tazio") during the financial year ended 31 March 2026 to identify, assess and mitigate the risk of modern slavery and human trafficking within its operations and supply chain.

Tazio is committed to conducting business ethically and with integrity and to implementing effective systems and controls designed to prevent modern slavery and human trafficking from occurring within our organisation or supply chains.

We recognise that modern slavery can take many forms, including forced labour, compulsory labour, debt bondage, servitude, child labour and human trafficking. We have a zero-tolerance approach to such practices and are committed to acting responsibly and transparently in all business dealings.

All employees have a responsibility to remain alert to modern slavery risks and to report any concerns. Management is responsible for ensuring that concerns are taken seriously, investigated appropriately and acted upon where necessary.

Our Business

Tazio provides organisations with an online assessment, testing and interviewing platform used to support recruitment, employee development and talent management activities.

The Company is headquartered in the United Kingdom and provides cloud-based services to customers globally across both public and private sector organisations.

As a software-as-a-service (SaaS) provider, Tazio operates primarily in a digital environment with a highly skilled workforce and limited reliance on low-skilled or temporary labour.

Our Supply Chain

Tazio's supply chain primarily consists of:

- Cloud hosting and infrastructure providers
- Software and technology vendors
- Professional and consultancy service providers
- Recruitment and employment services
- Business support service providers
- Office and operational service providers

The Company does not manufacture physical products and has limited exposure to sectors commonly associated with higher risks of modern slavery. Nevertheless, we recognise that risks

can exist within any industry and remain committed to maintaining appropriate oversight of our suppliers and business partners.

We seek to work with reputable organisations that share our commitment to ethical business practices and compliance with applicable employment and human rights legislation.

Governance and Responsibility

The Board of Directors retains overall responsibility for ensuring that Tazio maintains effective controls to prevent modern slavery and human trafficking within the business and its supply chain.

Operational responsibility for anti-slavery activities is delegated to the Chief Information Officer (CIO), who is responsible for:

Policy Management

Maintaining and reviewing the Company's Modern Slavery and Human Trafficking Policy to ensure it remains proportionate, effective and aligned with current legal and regulatory expectations.

Risk Assessments

Overseeing annual assessments of modern slavery and human trafficking risks across business operations and supplier relationships.

Due Diligence

Managing supplier due diligence processes and investigating any known or suspected instances of modern slavery or unethical labour practices.

Reporting and Escalation

Ensuring that concerns raised by employees, suppliers, customers or other stakeholders are reviewed and escalated to senior management where appropriate.

Risk Assessment

Tazio conducts an annual assessment of modern slavery and human trafficking risks within its operations and supply chain.

The assessment considers a range of factors, including:

- The geographical location of suppliers
- The nature of services provided
- Potential reliance on temporary or agency labour
- Supplier business models and workforce structures
- Publicly available information relating to labour standards and human rights practices
- Any concerns raised through internal or external reporting channels

During the financial year ended 31 March 2026, no suppliers, business activities or operational areas were identified as presenting a high risk of modern slavery or human trafficking.

Based on the nature of our business and supply chain, the Company continues to assess its overall risk profile as low. However, risk assessments are reviewed annually and whenever significant changes occur within the business or supplier base.

Policies and Controls

Tazio maintains a number of policies and procedures that support ethical business conduct and help mitigate the risk of modern slavery and human trafficking.

Modern Slavery and Human Trafficking Policy

The Company maintains a dedicated policy that outlines expectations, responsibilities, reporting channels and escalation procedures.

Whistleblowing Policy

Employees, contractors, customers and suppliers are encouraged to report genuine concerns relating to unethical, illegal or improper conduct, including suspected modern slavery or human trafficking.

Employee Code of Conduct

The Code of Conduct sets out the standards of behaviour expected of all employees and reflects the Company's commitment to ethical and responsible business practices.

Corporate Social Responsibility Policy

The CSR Policy supports the Company's commitment to operating responsibly, managing environmental impacts and maintaining ethical relationships with customers, suppliers and communities.

Supplier Due Diligence

Tazio undertakes due diligence when engaging new suppliers and periodically reviews existing supplier relationships.

The Company's due diligence activities may include:

- Reviewing supplier suitability and reputation before engagement
- Assessing supplier risk profiles
- Communicating expectations regarding ethical business practices
- Maintaining long-term relationships with trusted suppliers
- Investigating concerns where indicators of unethical labour practices are identified
- Reviewing supplier performance as part of ongoing supplier management activities

Where concerns arise, Tazio will engage with suppliers to understand the circumstances and, where appropriate, seek corrective action. The Company reserves the right to terminate supplier relationships where serious concerns are identified and not adequately addressed.

Training and Awareness

Tazio recognises that employee awareness is an important component of identifying and preventing modern slavery.

Employees are required to familiarise themselves with the Company's Modern Slavery and Human Trafficking Policy and understand the procedures available for raising concerns.

Awareness of ethical business conduct and reporting responsibilities forms part of employee onboarding and ongoing compliance communications.

Managers are expected to support an open and transparent culture in which concerns can be raised without fear of retaliation.

Effectiveness and Performance Measures

Tazio monitors the effectiveness of its approach to preventing modern slavery through a number of measures, including:

- Completion of annual policy reviews
- Employee acknowledgement of key compliance policies
- Supplier due diligence and review activities
- Number of modern slavery concerns raised
- Number of confirmed incidents identified
- Completion of annual risk assessments

During the financial year ended 31 March 2026:

- No instances of modern slavery or human trafficking were identified within the Company's operations.
- No concerns relating to modern slavery were reported through Company reporting channels.
- Annual risk assessment activities were completed.
- Supplier oversight and review processes remained in operation.
- The Company continued to maintain and review relevant policies and controls.

Based on the activities undertaken during the reporting period, Tazio considers the risk of modern slavery and human trafficking within its operations and supply chain to remain low.

Looking Ahead

During the 2026/27 financial year, Tazio will continue to:

- Conduct annual modern slavery risk assessments
- Review and strengthen supplier due diligence arrangements where appropriate
- Maintain employee awareness and training activities
- Monitor developments in legislation, regulation and best practice
- Review internal policies and controls to ensure continued effectiveness
- Promote ethical and responsible business conduct across the organisation

Tazio remains committed to continuously improving its approach to preventing modern slavery and human trafficking.

Approval

This Modern Slavery and Human Trafficking Statement was approved by the Board of Directors of Tazio Online Media Limited and will be reviewed annually.

Signed on behalf of the Board.

Tom Stroud

Tom Stroud

CEO
Tazio Online Media Limited

Date: 28th October 2026