

Modern Slavery and Human Trafficking Statement

Voluntary statement for the 2025/26 reporting period

REPORTING PERIOD	PUBLICATION DATE	STATUS
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Our commitment

Modern Slavery and Human Trafficking Statement

Connect.IO Ltd is committed to conducting its business ethically and responsibly and to respecting fundamental human rights.

We have zero tolerance for slavery, servitude, forced or compulsory labour, human trafficking, child labour or other forms of exploitation within our own operations or, so far as reasonably practicable, within our supply chain.

Connect.IO Ltd does not currently meet the statutory turnover threshold requiring an annual statement under section 54 of the Modern Slavery Act 2015. We nevertheless publish this statement voluntarily as part of our commitment to responsible business practices, transparent supply-chain governance and public-sector procurement.

1. Our organisation and business

Connect.IO Ltd is the UK company behind IOblend, an enterprise data integration and DataOps software platform. The company currently employs two people and operates predominantly through remote working.

- Develops and supplies enterprise software and related professional and technical services.
- Operates without a permanent company-controlled office.
- Does not manufacture physical products or operate warehouses or physical distribution facilities.
- Does not operate its own physical data centres.
- Principally delivers software, documentation and services electronically.

Our operating model therefore has a relatively short and predominantly technology- and professional-services-based supply chain.

2. Our supply chain

Connect.IO Ltd's third-party supply chain principally relates to the normal requirements of operating a software and professional-services business. Relevant categories may include:

- software and SaaS providers;
- cloud and technology infrastructure providers;
- telecommunications and internet services;
- professional and business services;
- travel and accommodation providers;
- IT equipment and electronics suppliers; and
- other standard business services.

We recognise that modern-slavery risk can exist beyond our immediate suppliers and may arise within extended international supply chains associated with electronics, technology hardware, facilities, logistics and other purchased services. Our approach therefore considers risk proportionately rather than assuming that a technology business is entirely free from modern-slavery exposure.

3. Policies and responsibilities

Responsibility for modern-slavery risk within Connect.IO Ltd rests with senior management. The CEO has overall responsibility for ensuring that the principles contained in this statement are reflected in the company's operations and material supplier relationships.

Connect.IO Ltd will not knowingly conduct business with an organisation where there is credible evidence of slavery, forced labour, human trafficking or serious labour exploitation and appropriate remedial action is not being taken.

Employees are expected to raise any concerns relating to unethical employment practices, exploitation or suspected modern slavery directly with senior management. Any concerns raised will be considered seriously and investigated proportionately.

4. Risk assessment

Given Connect.IO Ltd's size and operating model, we currently assess the direct risk of modern slavery within our own operations as low. This assessment reflects the nature of the company's workforce, activities and supply chain, including:

- a workforce of two people;
- predominantly knowledge-based professional work;
- remote working;
- no manufacturing, warehouse or logistics operation;
- no agricultural or manual labour operation;
- no company-operated physical data centre; and
- a limited number of direct supplier categories.

We recognise, however, that risk can exist further down technology and service supply chains. Where relevant, we pay particular attention to suppliers or activities involving electronics and IT hardware manufacturing, complex international supply chains, outsourced or subcontracted labour, temporary or agency labour, facilities and cleaning services, logistics, and sourcing from jurisdictions or sectors associated with higher labour-exploitation risks.

The level of due diligence applied is proportionate to the nature, scale and identified risk of the supplier relationship.

5. Supplier due diligence

For material new suppliers and higher-risk relationships, Connect.IO Ltd may consider factors including:

- the supplier's location and operating sector;
- the nature of its workforce and complexity of the relevant supply chain;
- publicly available human-rights or modern-slavery policies and statements;
- relevant certifications, codes of conduct or supplier standards;
- known regulatory or ethical concerns; and
- the supplier's willingness to address identified concerns.

For major technology and service providers, we will favour organisations that demonstrate established responsible-sourcing, labour-rights and supply-chain governance practices where commercially and operationally

appropriate.

6. Public-sector contracts

Connect.IO Ltd recognises the particular responsibilities associated with participation in UK public-sector supply chains. Where required by a public-sector contract or procurement process, we will cooperate with proportionate modern-slavery risk assessment and due-diligence requirements.

- providing relevant supply-chain information;
- responding to modern-slavery questionnaires;
- making appropriate supplier declarations;
- cooperating with reasonable due-diligence requests;
- reviewing relevant subcontractors; and
- implementing proportionate corrective actions where a genuine risk is identified.

Where a contract is assessed by a contracting authority as presenting an elevated modern-slavery risk, Connect.IO Ltd will work with the authority to understand and manage the relevant risks appropriately.

7. Responding to concerns

If Connect.IO Ltd becomes aware of credible evidence of modern slavery or serious labour exploitation within its operations or supply chain, we will assess the circumstances promptly. Depending on the circumstances, appropriate action may include:

- engaging with the supplier and requesting further information;
- requiring corrective action and reviewing the relevant supply-chain relationship;
- escalating the matter to appropriate authorities or specialist organisations where necessary; and
- reconsidering or terminating a supplier relationship where serious concerns cannot be satisfactorily addressed.

Our priority would be to support an appropriate response to the underlying issue rather than taking action that could inadvertently increase risks to affected workers.

8. Training and awareness

Given the current size of Connect.IO Ltd, modern-slavery awareness is managed directly by senior management rather than through a large formal compliance or training programme. The principles contained in this statement are communicated internally and reviewed with employees as appropriate.

As the company grows, or if our supply-chain risk profile changes, we will review whether more formal modern-slavery training or specialist guidance is required.

9. Measuring effectiveness

Our approach is intended to remain proportionate to the size and risk profile of the business. We will monitor effectiveness through:

- annual review of this statement;
- review of material changes to our supply chain;
- consideration of modern-slavery risk when engaging material higher-risk suppliers;
- recording and reviewing any concerns raised; and

- responding appropriately to public-sector customer due-diligence requirements.

10. Continuous improvement

Connect.IO Ltd recognises that responsible supply-chain management is an ongoing process. During future reporting periods we will review changes to our workforce and operating model, new categories of suppliers, increased use of subcontractors if applicable, geographic expansion, relevant UK Government procurement guidance, developments in modern-slavery legislation, and whether additional supplier controls or training have become appropriate.

Our controls will evolve proportionately as the company and its supply chain develop.

Approval

Approved by senior management

This statement has been reviewed and approved by the senior management of Connect.IO Ltd. It is published voluntarily in support of the principles of the Modern Slavery Act 2015 and responsible supply-chain management.

Approved and signed off on behalf of Connect.IO Ltd by	
Val Goldine CEO Connect.IO Ltd	Date 23 October 2026

Reference framework

This voluntary statement has been prepared with reference to section 54 of the Modern Slavery Act 2015, current UK Government guidance on modern-slavery statements, and PPN 009 on tackling modern slavery in government supply chains.

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