Modern Slavery & Human Trafficking Statement

Our Commitment to Ethical Business Practices

Issue Date: July 2026

Purpose

Vocosa is committed to conducting business ethically, responsibly and with integrity. We have a zero-tolerance approach to modern slavery, human trafficking, forced labour and all forms of exploitation, and we are committed to acting transparently throughout our business and supply chains.

This statement has been published in accordance with Section 54 of the Modern Slavery Act 2015 and outlines the steps Vocosa has taken, and continues to take, to minimise the risk of modern slavery within our operations and supply chain.

Scope

This statement applies to all areas of Vocosa's business, including our employees, contractors, suppliers, subcontractors and business partners.

It applies to all goods and services procured by Vocosa and to all business activities undertaken on behalf of the Company.

Our Commitment

Vocosa is committed to:

- Conducting business in an ethical, honest and responsible manner.
- Preventing modern slavery, human trafficking, forced labour and exploitation in all aspects of our business.
- Promoting fair, lawful and ethical employment practices.
- Complying with the Modern Slavery Act 2015 and all other applicable legislation.
- Working with suppliers and business partners who share our commitment to ethical business practices.

We will not knowingly work with any organisation found to be involved in slavery, servitude, forced labour or human trafficking.

Our Business & Supply Chain

Vocosa operates as an IT managed services provider with a relatively low-risk supply chain. We primarily procure goods and services from established suppliers within the United Kingdom and selected international partners.

Although we consider the risk of modern slavery within our operations to be low, we recognise that risks can exist within global supply chains and remain committed to undertaking appropriate due diligence and promoting responsible procurement practices.

Due Diligence

Vocosa seeks to minimise modern slavery risks by:

- Considering ethical and responsible business practices when selecting suppliers.
- Working with reputable suppliers and business partners.
- Including appropriate contractual requirements where relevant.
- Reviewing supplier relationships where concerns are identified.
- Encouraging suppliers to maintain appropriate policies and procedures relating to modern slavery and ethical employment.

Training & Awareness

Vocosa is committed to promoting awareness of modern slavery and ethical business practices throughout the organisation.

Where appropriate, employees involved in recruitment, procurement and supplier management will receive guidance and training to help them:

- Recognise indicators of modern slavery and human trafficking.
- Understand their responsibilities under the Modern Slavery Act 2015.
- Report concerns promptly through the appropriate channels.

Reporting Concerns

Vocosa encourages employees, suppliers, customers and other stakeholders to report any concerns relating to suspected modern slavery or unethical business practices.

All concerns will be treated seriously and investigated appropriately. Individuals raising genuine concerns in good faith will be supported and will not suffer detrimental treatment for doing so.

Monitoring & Continuous Improvement

Vocosa is committed to continually reviewing and strengthening its approach to preventing modern slavery.

We will regularly review our policies, procurement practices and supplier relationships to ensure they remain effective and aligned with current legislation, best practice and our ethical business commitments.

Policy Review

This statement will be reviewed annually and updated where necessary to reflect changes in legislation, business operations or identified risks.