Modern Slavery and Human Trafficking Statement

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1 January 2026 to 31st December 2026.

This statement sets down excellence IT's commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business or our supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management will act upon them.

Organisational structure and supply chains

This statement covers the business activities of excellence IT which are as follows:

- We are an IT Managed Service Provider (MSP), managed by Andrew Beer and Andrew Jarlett-Green. Both Company Directors have over 25 years' experience in IT Infrastructure Implementation and Strategy.
- The Company currently operates in the following countries:
    - United Kingdom
- The Company currently has 21 staff
- Working alongside the Directors in the Management Team are Anne Beer, Operations & HR Director.
- The Companies solutions and support to its Customers are a combination of its staff, partners and suppliers. Our primary partners and suppliers being Microsoft, Dell, PAX8, SonicWALL.
- The Company is ISO9001 and ISO27001 Certified.
- excellence IT solely operates in the UK providing IT Managed Services to its UK Customer base.

The following is the process by which the Company assesses whether particular activities or countries are high risk in relation to modern slavery or human trafficking

- We undertake due diligence when considering taking on new suppliers
- We build long standing relationships with our suppliers
- We perform regular supplier reviews which will evaluate modern slavery and human trafficking risks for each supplier.

Responsibility for the Company's anti-slavery initiatives is as follows:

- The Operations & HR Director is responsible for creating and reviewing policies. In developing processes, we look at best practices across the industry and UK market and adapt these to the needs of the organisation.
- The Company Directors are responsible for risk assessments in respect of human rights and modern by a process of supplier review. Supplier Reviews are carried out on an annual basis.
- The Company Directors are responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our Business and supply chains, the Company requires all staff to complete an online training course as part of their induction process.

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in all our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- **Quality Policy Statement** – This sets out the actions and behavior expected of employees when representing the Company.

- **External Provider Performance Review -** The Company Reviews Suppliers on a regular basis. Human Trafficking and Slavery policies are in place with our suppliers.

- **Whistleblowing policy** – The Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities and supply chains.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process centres around building long-standing relationships with suppliers and making clear our expectations of them. We evaluate the modern slavery and human trafficking risks of each new supplier.

This Modern Slavery and Human Trafficking Statement will be annually reviewed and updated as necessary. The two Directors and the Operations & HR Director endorse this policy statement and are fully committed to its implementation.

Performance indicators

The Company uses the following key performance indicators (KPI's) to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains including, ensuring all staff have completed modern slavery training as part of their induction process.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. Our Management Team endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Andrew Jarlett-Green, Company Director
31st January 2026