

Modern Slavery and Human Trafficking Statement FY26

Kerv Group

Kerv Group is committed to conducting business responsibly and with integrity. We recognise that modern slavery, forced labour and human trafficking remain significant global issues and we are committed to ensuring that these practices have no place within our organisation or within the supply chains that support the services we deliver.

This statement is published in accordance with Section 54 of the Modern Slavery Act 2015 and outlines the steps taken by Kerv Group during the financial year to prevent modern slavery within our operations and our wider supply ecosystem.

Our organisation and the services we deliver

Kerv is a UK-based technology and managed services provider supporting organisations with digital transformation, communications, cloud platforms and customer experience technologies. Our work is delivered through a combination of professional services, managed platforms and technology partnerships with major global vendors.

Our workforce is primarily made up of skilled professionals operating within the UK technology sector. Employees are recruited through established HR processes and employed under UK employment law and workplace protections. Because of the nature of our business and workforce profile, we consider the risk of modern slavery occurring within our direct employment environment to be low. However, we recognise that risk may exist further along the supply chains that support our services.

Working with suppliers and partners

Delivering technology services requires collaboration with a wide range of partners and suppliers. These include global technology providers, telecommunications operators, software vendors, hardware manufacturers and specialist service partners.

While many of these organisations operate within highly regulated industries, we recognise that modern slavery risks can arise within complex global supply chains, particularly where manufacturing or outsourced operational services are involved.

Kerv seeks to work with organisations that share our commitment to responsible business practices. As part of our supplier onboarding and procurement processes we consider a range of factors, including regulatory compliance, governance standards and ethical business practices. Supplier relationships are managed through structured procurement and supplier management processes designed to support responsible sourcing and transparency.

Policies and expectations

Our approach to modern slavery is embedded within our broader governance and ethics framework. Kerv maintains a number of policies and internal standards that collectively promote ethical conduct and responsible business practices across the organisation.

These include our Code of Conduct, Anti-Bribery and Corruption Policy, Whistleblowing Policy, Equal Opportunities commitments and Supplier Management and Procurement processes. Together these establish clear expectations for employees, partners and suppliers regarding lawful and ethical behaviour, fair treatment of workers and responsible engagement across the supply chain.

Employees are expected to uphold these standards in their day-to-day work and when engaging with external partners. Suppliers working with Kerv are expected to comply with applicable laws and regulations and to operate in a manner consistent with responsible labour practices.

Oversight and risk awareness

As part of our governance framework, Kerv maintains processes that help identify and manage potential risks within our operations and supply chain. Procurement and supplier management activities include due diligence and ongoing oversight of supplier relationships, allowing potential concerns to be identified and addressed where appropriate.

We also encourage a culture of openness and accountability across the organisation. Employees and partners are able to raise concerns through established reporting mechanisms, including our whistleblowing channels. All concerns are taken seriously and reviewed in accordance with our internal governance procedures.

Awareness and culture

Preventing modern slavery is not only about policies but also about organisational culture. Kerv promotes awareness of ethical business conduct through internal communications, employee onboarding and governance programmes.

Employees are expected to understand and adhere to our policies and are encouraged to speak up if they encounter behaviour or practices that do not align with our values. This culture of transparency and responsibility helps ensure that ethical considerations remain part of everyday decision-making across the organisation.

All staff therefore receive training during induction to the company and continued throughout employment.

Continuing to strengthen our approach

We recognise that addressing modern slavery risks is an ongoing responsibility. As our organisation continues to grow and our services evolve, we remain committed to strengthening our approach to responsible sourcing and ethical business conduct.

This includes continuing to review our supplier engagement processes, maintaining clear governance oversight, and working with partners who share our commitment to ethical and sustainable business practices.

Approval

This statement has been approved by the Board of Directors of Kerv Group and will be reviewed on an annual basis.

Signed on behalf of Kerv Group.

Signed by:

3/26/2026
4E1C788D95B2426...

Lisa Harrinton

Non-Executive Director