

Modern Slavery and Human Trafficking Statement (2026)

Introduction

This statement is made pursuant following section 54 (1) of the Modern Slavery Act 2015 and sets out the steps that Silver Lining has taken, and is continuing to take, to ensure that modern slavery and/or human trafficking is not taking place within our business or supply chain.

Silver Lining has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard any form of modern slavery taking place within the business or our supply chain.

Our Business and Structure

Silver Lining is a UK-based provider of managed IT, cloud, communications, connectivity and cyber security services. We support organisations across the public and private sectors through the delivery of technology solutions, professional services and ongoing support. We are committed to fair employment practices and complying with all applicable employment legislation.

We are an equal opportunities employer, committed to creating and ensuring a non-discriminatory, inclusive and respectful working environment for all employees. We are committed to fair employment practices and to following all applicable employment laws as a minimum.

Our Supply Chains

Our supply chain includes providers of telecommunications services, cloud platforms, software licensing, cyber security solutions, IT hardware, connectivity services and professional services. We seek to develop long-term relationships with suppliers who share our commitment to ethical business practices and responsible procurement.

We seek to develop and sustain on-going trusted relationships with our suppliers and working with integrity is at the forefront of these relationships. We ensure that all our suppliers provide us with a modern slavery and human trafficking statement.

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.

Our Policies

We operate a number of internal policies to ensure we are conducting business in an ethical and transparent manner. These policies set out the standards required of our employees and include details of the processes in place which can be used to report any issues or concerns about Modern Slavery linked to Silver Lining taking place.

These include:

- 1. Recruitment Policy** - We have a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- 2. Whistleblowing Policy** - We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
- 3. Code of Business Conduct** - This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

Our Suppliers, Due Diligence Processes, Risk Assessment and Management

Silver Lining has assessed the risk of modern slavery and human trafficking across its operations and supply chain. Whilst our direct business activities, including the provision of managed IT, communications, cloud and support services, are considered to be lower risk, we recognise that certain elements of our supply chain may present a greater risk. In particular, this includes suppliers involved in the manufacture, distribution and logistics of IT, telecommunications and electronic equipment, where complex global supply chains and the use of subcontracted labour can increase the potential for labour exploitation.

To assess and manage these risks, Silver Lining undertakes supplier due diligence, requires suppliers to adhere to ethical business practices, incorporates appropriate contractual controls, and reviews supplier compliance as part of its ongoing supplier management processes.

Silver Lining conducts due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. We may terminate the contract at any time should any instances of modern slavery come to light.

Training

We conduct training for our procurement teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Silver Lining also conducts a range of training initiatives including employee induction training for new employees, in addition to sharing our employee handbook that covers our general rules, and the importance of acting with integrity in line with our core Company values.

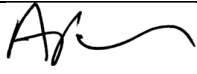
Our Performance Indicators

Silver Lining has not received any concerns, feedback or reports to indicate that modern slavery and/or human trafficking is taking place within our business or supply chains from employees, customers, members of the public or law enforcement agencies. We are satisfied this provides a reasonable indication in relation to the effectiveness of our practices and procedures.

We will continue to diligently review all available indicators in order to ensure Silver Lining and our supply chains remain free of modern slavery and/or human trafficking.

Approval for this statement

This statement was approved by the Board of Directors.

Name (Director)	Allan Packer
Signature	
Date	April 2026