



This Statement is made pursuant to Section 54 of the Modern Slavery Act 2015 (the “Act”) and constitutes the modern slavery and human trafficking statement for the financial year ended 31 December 2025 for Comply Technologies Limited (UK Company Number 09794982) with reference to Comply Technologies, Inc. and its affiliates (hereinafter collectively referenced as “COMPLY”).

Overview

COMPLY is a leading contributor within the regulatory compliance sector in the UK and United States. COMPLY has offices located in the United States and United Kingdom and offers Software-as-a-Service, along with professional, managed, and consulting services to our customers.

COMPLY is committed to operating in an ethical and transparent manner. Consistent with that commitment, we have incorporated the requirements of the Act into our internal policies and external supplier requirements.

Training, Communication and Raising Concern

Understanding the importance of the Act and the role it plays in helping to eradicate modern slavery and trafficking helps us sustain a responsible commercial environment. Awareness of our policy starts in our induction process for new employees, and all employees complete a refresher annual e-learning training module. This ensures that all employees are aware of and familiar with the Act, regardless of their role within Comply on an ongoing basis.

COMPLY encourages employees to raise concerns about any known or suspected violation of our policies, as well as any illegal or unethical business conduct. Any such concerns can be reported anonymously through COMPLY’s Whistleblower Hotline, which is operated by a third party.

Employment Practices

Our employment practices are compliant with applicable employment and health and safety legislation, and as a result, we are confident that there is no slavery or human trafficking taking place within our organisation. Furthermore, we require all recruitment agencies we deal with demonstrate effective policies and processes to identify and address slavery or human trafficking risks and to comply with applicable legislation.

Due Diligence- Transparency

We will not work with any supplier that we suspect is connected in any way with slavery or human trafficking. As part of our rigorous compliance and validation programmes, we review suppliers to sign them up to our Supplier Code of Conduct when new or as we contemplate renewals thereafter.

As noted above, to prevent modern slavery throughout our supply chain, consistent with the disclosure obligations under the Modern Slavery Act of 2015, as part of our supplier contracting process, we include specific prohibitions against the use of forced, compulsory or trafficked labor, or anyone held in slavery or servitude, whether adults or children. COMPLY’s Supplier Code of Conduct is available at <https://www.comply.com/suppliercodeofconduct>.

Enforcement

Any suspected breach of our Compliance program, including the Act will result in appropriate steps being taken to investigate the potential wrongdoing. Such investigations could lead to the termination of supplier contracts.




Our Commitment

COMPLY is committed to continuous improvement in our approach to tackling modern slavery. We regularly review and update our policies and procedures to ensure their effectiveness and to respond to evolving risks.

Conclusion

This statement is made pursuant to section 54(1) of the Act and constitutes our company's modern slavery and human trafficking statement for the financial year ending 31 December 2025.

Approved by the Board of Directors of COMPLY Technologies Limited.

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Danielle Schlar, Director

COMPLY Technologies Limited