

Introduction from the CEO

It continues to be a priority for Columbus Global UK Limited (Columbus UK) to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. We have a zero tolerance commitment to ensuring that modern slavery does not exist in our business and that we do everything we reasonably can to ensure that it is also not happening in our supply chain. This statement highlights the key activities we have undertaken and will undertake to combat modern slavery in our organisation and supply chain.

Organisation's structure, its business and supply chains

We are a consultancy company helping organisations drive business value by evolving their business through digital IT solutions. Our parent company is Columbus A/S which has its head office in Denmark. The Group has over 1,600 employees worldwide and operates in at least 10 countries.

The Group had a global annual turnover of 1,659m DKK in 2024.

Organisation and supply chain structure

Columbus UK operates in the United Kingdom and Republic of Ireland, as well as providing services to the rest of the world through our affiliate companies, in particular in the USA and Europe.

Our business comprises approximately 95% IT consultancy services and 5% cloud solutions reselling. We operate a global service delivery model including using consultants located in Poland, Chile, India and Czechia. The vast majority of our services are provided by consultants employed by Columbus UK or another Columbus company. Where services are provided by sub-contractors, they are carefully sourced and vetted by trusted third party partners.

Supply chain understanding

We recognise that it is crucial for us as an organisation to have oversight of our supply chains so that we can understand the risks of modern slavery along the chain and take action to mitigate against those risks.

Our supply chains

Our supply chains include a number of well-known technology providers, including Microsoft and Infor, as well as a number of other leading technology providers. We maintain records of all of our suppliers for ISO27001 purposes.

Modern slavery risk management governance

As our CEO I have overall responsibility for our modern slavery risk management.

Stakeholder engagement to map supply chains

As part of our work in mapping our supply chains, we will be engaging with external stakeholders as well as our auditors and the supplier of our ISO27001 accreditation certificate Citation.

Our policies on slavery and human trafficking

We aim to have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We review and update all our policies in line with this commitment.

Internal operating policies

Our employee guide, recruitment policy, privacy policy, CARMR policy and ESG policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls aiming to ensure slavery and human trafficking is not taking place in our supply chains.

Links to international standards

Our organisational policies are linked to various international standards including the United Nations Sustainable Development Goals.

Stakeholder engagement on modern slavery policies

We will be engaging with internal and external stakeholders to inform them of both the development and implementation of modern slavery policies.

Communication and enforcement of policies

We aim to communicate and enforce policies within the organisation and to suppliers and subcontractors via our global intranet, our extranet, our onboarding process, our e-learning academy portal, our CARMR process and whistleblowing policy.

Supplier's policies

The organisation will be assessing various supplier's policies and practices over the coming financial year.

Incidents of modern slavery

We are not aware of any incidents of modern slavery taking place within our business or supply chain in this, or any other financial years.

Identifying, assessing and managing risk of slavery and human trafficking

We will carry out a modern slavery risk assessment at least annually including identifying, assessing and managing the risk of slavery and trafficking within our business and supply chains. Overall, we consider the risk of modern slavery occurring in our business or supply

chains to be very low, but we are committed to monitoring this and ensuring that such risks remain as low as possible into the future.

Stakeholder engagement on the risks

As part of our modern slavery risk assessment programme, we engage with workers and other stakeholders, both internal and external to inform our approach.

Utilising findings of monitoring and evaluation

We aim to use the findings from our monitoring and evaluation to influence our business practices as regards managing modern slavery risks.

Stakeholder engagement on monitoring and evaluation

As part of our monitoring and evaluation we engage with both internal and external stakeholders to inform our approach.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will provide training to our staff within the next financial year.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2025. It was approved by the board on 13 January 2026.

Signed:



Chris Mean

CEO, Columbus Global UK Limited

Date: 13 January 2026