



Modern Slavery Act (2015) Modern Slavery Statement

Cisilion Limited

Last Amended: August 2026

MODERN SLAVERY STATEMENT

Name and address of establishment:

Cisilion Limited

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Cisilion Modern Slavery Statement

INTRODUCTION FROM ROGER PAUL, CHAIRMAN OF CISILION LIMITED

Cisilion Limited recognise the importance of operating ethically and ensuring all stakeholders, partner, vendors and suppliers understand Cisilion's anti-modern slavery values. We are committed to improving our practices to combat slavery and human trafficking.

ORGANISATION'S STRUCTURE

Cisilion Limited is a global systems integrator and UK-based provider of IT services and solutions, delivering networking, cloud, cybersecurity, collaboration and managed services to public and private sector customers. Headquartered in Surrey, with additional offices in London, New York and Singapore, Cisilion employs approximately 200 people worldwide and operates in 75 countries. Our supply chain includes technology manufacturers, software vendors, distributors, subcontractors and specialist service providers. We maintain robust governance processes to ensure our suppliers operate in accordance with our ethical standards and obligations under the Modern Slavery Act 2015. Our Modern Slavery and Human Trafficking Policy applies across all areas of our business and supply chain, reflecting our commitment to preventing modern slavery and human trafficking in all its forms.

OUR BUSINESS

Cisilion Limited is organised into a number of business units consisting of Sales, Pre-Sales, Technical Consultancy, Service Centre, Project Management, Client Success, Finance, People & Talent, Marketing, Procurement, Maintenance, Operational Support Systems and Sales Support.

OUR SUPPLY CHAINS

Our supply chains include primarily major global manufacturers and distributors of IT infrastructure equipment and services.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our commitment to identifying and mitigating modern slavery risks, Cisilion recognises that such risks may arise within extended global supply chains, particularly where products or services are sourced through multiple third parties. To manage these risks, all suppliers are required to complete our supplier due diligence questionnaire, enabling us to assess and monitor potential risk areas within our supply chains. Through the review and analysis of this information, we seek to:

- Identify and assess modern slavery risks
- Mitigate the potential for slavery and human trafficking occurring within our supply chains
- Monitor higher-risk activities and suppliers
- Support the protection of whistleblowers who raise concerns in good faith.

In addition, we engage suppliers regarding their own anti-slavery controls, undertake risk assessments to identify higher-risk suppliers and supply chain activities, and include contractual provisions prohibiting forced labour, human trafficking and other forms of modern slavery. Where appropriate, suppliers may also be subject to enhanced scrutiny, self-reporting requirements and audit rights to provide further assurance that



our ethical standards are upheld throughout the supply chain.

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values, we have in place a supply chain compliance programme. This consists of an onboarding process for new suppliers and where appropriate we have review meetings with our suppliers and distributors. These suppliers and distributors have head offices in Europe or America. As of March 2019, we review the statements of our major supplier and distributors annually.

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 provide training to the entire team upon joining the organisation and annually throughout their Cisilion career.

We have continued to develop our induction training to include robust training and assessment material to ensure not only that employees have read our procedure but have understood their own responsibility with regards to tackling Modern Slavery.

We continue to ensure our suppliers complete our supplier questionnaire to ensure all organisations within our supply chain are adhering to our values with regards to modern slavery and human trafficking.

RISKS AND OUTCOMES

During the financial year ending March 2026, Cisilion continued to undertake supplier due diligence through its supplier onboarding process. All prospective suppliers were required to complete a supplier due diligence questionnaire which was reviewed as part of our assessment of supplier risk and compliance with our ethical standards. We continued to monitor supplier assessments, employee training completion rates and any whistleblowing reports relating to modern slavery to help identify and manage potential risks. No instances of modern slavery or human trafficking were identified within our business operations or supply chain during the reporting period.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

Cisilion recognises that, as a responsible and ethical business, we have an important role to play in helping to identify, prevent and eradicate modern slavery and human trafficking. We continually review and strengthen our internal controls and supply chain management processes to ensure our approach remains effective and aligned with best practice.

We monitor the effectiveness of our anti-modern slavery measures through a range of control activities and key performance indicators (KPIs). These include:

1. Ensuring all employees complete Modern Slavery and Anti-Human Trafficking training as part of their induction programme, requiring annual refresher training for all employees, and monitoring training completion rates and assessment scores to confirm understanding of the issues and identify opportunities to improve training content.
2. We also conduct modern slavery due diligence during supplier onboarding and procurement activities, review any whistleblowing reports or concerns relating to modern slavery, monitor supplier compliance with contractual obligations relating to ethical conduct and labour practices, and subject suppliers to further scrutiny where appropriate.
3. In addition, our approach is supported by independent audits conducted by external third parties and by an annual review of our Modern Slavery and Human Trafficking Policy.



Where concerns or areas for improvement are identified, corrective actions are implemented and monitored through to completion.

Following our annual review of the effectiveness of these measures, we remain committed to continuous improvement and will continue to strengthen our controls by ensuring:

1. All prospective suppliers complete due diligence assessments before commencing business with Cisilion
2. Obtaining regular advice on anti-modern slavery best practice, reviewing and enhancing relevant policies and standards
3. Expanding internal communications and awareness initiatives
4. Regularly updating induction and training materials to reinforce our commitment to preventing modern slavery and human trafficking throughout our business and supply chain.

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 March 2027.

Signed:



Dated:

03 August 2026

Roger Paul, Chairman

Cisilion Limited



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