

Modern Slavery and Human Trafficking Statement

Year Ending September 2025

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the actions taken by Loftware during the financial year to prevent modern slavery and human trafficking in our business and supply chains.

Our Business

Loftware is a US-headquartered Software-as-a-Service (SaaS) provider with approximately 500 employees. We design, develop, and deliver cloud-based software solutions to customers in the product identification sector.

As a technology company, our direct operations present a relatively low risk of modern slavery. However, we recognise that risks may arise in our extended supply chain, particularly in relation to hardware, IT infrastructure, outsourced services, and professional services.

Our Commitment

We are committed to conducting business with integrity and fairness, and to ensuring that modern slavery and human trafficking have no place in our operations or supply chains. We will not knowingly work with any organisation that engages in such practices.

Policies and Governance

- Modern Slavery Policy – We maintain a policy that sets out our zero-tolerance approach and applies to all staff and suppliers.
- Code of Conduct – Our Code of Conduct reinforces ethical standards, including the expectation that employees and business partners act responsibly and lawfully.
- Whistleblowing Procedure – Employees and third parties are encouraged to raise concerns confidentially, including any relating to labour exploitation.

Supply Chain Due Diligence

Our supplier base is largely concentrated in the US and Europe. We require suppliers to confirm compliance with the Modern Slavery Act (or equivalent legislation where applicable). Key steps taken this year include:

- Reviewing new supplier onboarding processes to strengthen checks on labour standards.
- Re-issuing our supplier questionnaire requiring confirmation of compliance with anti-slavery laws.
- Including modern slavery and human rights clauses in standard contractual terms where relevant.

Training and Awareness

We have refreshed our internal guidance to raise awareness of modern slavery risks amongst staff engaged in procurement and supplier management.

Looking Ahead

During the next financial year, we intend to:

- Develop a more structured supplier risk assessment framework to identify higher-risk categories of spend.
- Provide targeted training to staff most involved in supplier selection and contract management.
- Report progress against these commitments in our next annual statement.