

Modern Slavery Statement 2026

Our commitment

Resonate is committed to conducting business ethically, responsibly and with integrity. We have a zero-tolerance approach to modern slavery, human trafficking, forced labour and child labour in any form.

This statement sets out the steps Resonate takes to prevent modern slavery and human trafficking within its operations, business relationships and supply chain. It covers the financial year ending 31 March 2026.

About Resonate

Resonate Consultancy Ltd is a technology and consultancy business providing digital transformation, software and professional services to customers across multiple sectors.

Resonate operates through a combination of employees, contractors, technology providers, software vendors, professional service partners and other business service providers.

We recognise our responsibility to maintain high ethical standards in our direct operations and throughout our business relationships and supply chain.

Our approach and policies

Our commitment to preventing modern slavery is supported by our Ethical Code of Practice, which includes a dedicated Modern Slavery Code. The Code prohibits child labour, forced or involuntary labour and human trafficking, and sets expectations for customers, contractors and suppliers.

Customers, contractors and suppliers are expected to comply with applicable slavery and human trafficking laws, take reasonable steps to ensure modern slavery is not taking place within their operations or supply chains, and report breaches or deviations from the Code.

The Code also requires suppliers and contractors to ensure that workers choose their employment freely and are not mentally or physically coerced into providing their labour.

Where a breach is identified, Resonate may request a corrective action plan. Depending on the seriousness of the breach and whether it is remedied, Resonate reserves the right to terminate the relevant contractual relationship.

Training and awareness

Resonate recognises that employee awareness is an important part of identifying, preventing and reporting modern slavery risks.

Modern Slavery awareness training is mandatory for all employees and is delivered through Atlas, our learning platform. The training has been assigned across the organisation, completion is monitored as part of our compliance programme, and follow-up is undertaken where completion remains outstanding. Training requirements will be reviewed periodically to ensure employees understand the indicators of modern slavery, the risks that may arise within business operations and supply chains, and the appropriate way to raise a concern.

Reporting concerns

Employees are encouraged to raise concerns regarding suspected modern slavery, human trafficking, forced labour, child labour or other unethical or unlawful conduct through management channels and the whistleblowing arrangements set out in the Ethical Code of Practice.

Concerns raised in good faith will be taken seriously and reviewed appropriately. Resonate does not tolerate retaliation against anyone who raises a genuine concern.

Suppliers and business partners

Resonate expects suppliers, contractors and business partners to operate ethically and in compliance with applicable employment, labour and human rights laws.

Resonate's supply chain primarily consists of professional service providers, contractors, technology partners, software vendors and other business service providers.

Resonate uses a supplier onboarding questionnaire to assess the suitability of prospective suppliers. Suppliers are required to provide accurate information and confirm adherence to Resonate's Supplier Code of Conduct. The questionnaire includes specific questions relating to Modern Slavery Act compliance, supply-chain risks, and any known or suspected instances of modern slavery within the supplier's organisation or supply chain.

The questionnaire also requires suppliers to describe the steps they have taken to comply with the Modern Slavery Act.

Our Ethical Code of Practice requires customers, contractors and suppliers to take reasonable steps to ensure that modern slavery and human trafficking are not taking place within their own business or supply chain. Resonate may request information describing the steps taken to meet these expectations.

Where a concern or potential breach is identified, Resonate may request further information and a corrective action plan setting out how the issue will be addressed. Depending on the seriousness of the concern and whether it is appropriately remedied, Resonate may review or terminate the relevant contractual relationship.

Resonate will continue to review how supplier and third-party controls are applied, documented and strengthened as part of its wider compliance framework.

Risk assessment

Given the nature of Resonate's professional services business and skilled workforce, we consider the risk of modern slavery within our direct operations to be relatively low.

Potential exposure is considered more likely to arise indirectly through wider supply chains, contractors and third-party providers than through Resonate's directly employed workforce. Relevant factors may include the nature of the services being provided, the supplier's location and operating environment, the use of subcontractors and any concerns identified during the business relationship.

We will continue to review relevant risks and apply proportionate controls, taking account of the nature of the relationship, services provided and any concerns identified.

Measuring effectiveness

Resonate will use the following indicators to monitor and improve the effectiveness of its approach:

- Employee completion of mandatory Modern Slavery awareness training and follow-up on outstanding training.
- Number and nature of concerns raised relating to modern slavery or human trafficking.
- Annual review of this statement and relevant sections of the Ethical Code of Practice.
- Progress in documenting and reviewing supplier and third-party compliance controls.
- Actions taken in response to any identified concerns or breaches.

Continuous improvement

During 2026 and the following review period, Resonate will continue to strengthen its approach through:

- Maintaining mandatory Modern Slavery awareness training for employees, monitoring completion and following up on outstanding training.
- Reviewing supplier and third-party expectations and relevant due-diligence controls with appropriate business stakeholders.
- Reviewing related policies, reporting arrangements and supporting evidence.
- Improving the documentation of supplier and third-party compliance controls.
- Updating this statement annually to reflect progress and any material changes.

Governance and approval

Overall responsibility for this statement and Resonate's approach to preventing modern slavery rests with the Chief Executive Officer and Leadership Team.

People Operations and relevant business stakeholders support implementation, employee training, policy review, supplier-related input and the coordination of supporting evidence.

This statement covers the financial year ending 31 March 2026. It has been approved by the Chief Executive Officer of Resonate Consultancy Ltd and will be reviewed annually.

Signed:



Am Bhooi

Chief Executive Officer

Date: **23 September 2026**