

MODERN SLAVERY STATEMENT FOR DISPERSE.IO LIMITED

Financial Year Ending December 2025

Introduction

Disperse.io Limited ("the Company") is committed to improving its practices to ensure that slavery and human trafficking are not taking place in any part of its business or its supply chain. This statement outlines the steps taken during the financial year to address these issues.

The Company expects the same level of commitment from its suppliers, contractors, and business partners.

Organisational Structure

The Company is a limited company with three wholly owned subsidiaries. It is an artificial intelligence construction start-up focused on improving productivity on construction projects.

Our Supply Chains

Our key supply chains include:

- **Technology Service Providers** – Managed hosting services, cloud solutions, software licences, and hardware supply.
 - **People Services** – Recruitment agencies, professional service advisors, benefits providers, data annotation providers, consulting services, business development & marketing services, contractors, and freelancers.
 - **Facilities Management** – Building maintenance, refreshment providers, office consumable suppliers, transport, and logistics.
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Our Approach to Slavery and Human Trafficking

The Company is committed to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its business. We act ethically and with integrity in all our business relationships and promote effective systems to prevent such practices.

Due Diligence Processes

As part of the Company's supplier due diligence process, we incorporate a review of the supplier's controls related to slavery and human trafficking, based on their level of risk.

Due diligence also applies to existing and prospective business partners or clients, and to any parties receiving payments or services.

Although we mainly operate in the UK and USA, we recognise that goods and services sourced from outside the UK, EU, and USA may pose a higher risk. These relationships are closely monitored.

We partner only with reputable and established businesses and will not knowingly support or engage with any organisation involved in slavery or human trafficking.

Our systems aim to:

- Identify and assess potential risk areas in our supply chains;
- Mitigate the risk of slavery and human trafficking;
- Monitor ongoing risk areas;
- Seek legal review of relevant contractual arrangements.

We assess the risk to our business as **low to medium**.

Third Party Adherence to Company Values

The Company has **zero tolerance** for slavery and human trafficking.

Our supply chain compliance programme includes:

- Due diligence on new suppliers, clients, and partners;
- Immediate action to end relationships with those found to violate anti-slavery expectations.

A designated individual within the Company oversees monitoring, compliance, and reporting on this matter to the Board.

Training and Communication

To ensure awareness and understanding across our business, the Company will:

- Publish this statement on our website;
- Introduce anti-slavery and human trafficking provisions into company policies;
- Provide staff training;
- Promote open internal and external communication;
- Add standard clauses on modern slavery into our terms and conditions.

Further Steps

We will use the following KPIs to assess our performance:

- **Vetting Procedures** – Number/percentage of suppliers and partners vetted for ethical labour practices.
- **Due Diligence** – Number and type of issues identified during assessments.
- **Whistleblowing** – Number of reported breaches in the past year.
- **Training** – Number/percentage of staff trained.
- **Remedial Action** – Instances requiring intervention or follow-up.

This statement is made pursuant to section 54(1) of the **Modern Slavery Act 2015** and constitutes the Company's slavery and human trafficking statement for the financial year ending December 2025.

Signed by: *Olli Liukkaala*

Olli Liukkaala

Chief Executive Officer

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