

Modern Slavery Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 (the “Act”). It constitutes our modern slavery and human trafficking statement (“Statement”) for the financial year commencing 1 July 2026 and ending 30 June 2027.

We firmly condemn modern slavery and human trafficking and acknowledge the importance of complying with the Act. We operate in accordance with our core values and are committed to acting with integrity and fairness in all our business dealings and relationships. We continue to implement and enforce effective systems to ensure modern slavery does not take place anywhere in our Company or within those of our suppliers.

At HowNow, our purpose is to be the most loved learning and skills platform, giving organisations one home for all their learning and skills.

The Company is an All-in-one Learning Platform (SaaS) and Learning Content Library. The primary business focus is providing a learning platform that enables businesses to bridge the skill gaps by delivering the right knowledge to the right person at the right time. The Company’s supply chain is limited and mainly includes IT software and hardware providers, data providers, and professional advisors. The Company therefore considers the risk of modern slavery and human trafficking within its supply chain to be low. However, we are aware that modern slavery and human trafficking can happen in any sector of activity.

While our supply chain risk is low, we expect all our suppliers to adhere to the same high standards. We currently ensure that major suppliers, particularly in hardware procurement, are reputable organisations with their own robust modern slavery policies.

HowNow employs just over 85 employees who are based in the UK & Mumbai. Most of the Company's employees are highly skilled professionals so the likelihood of these individuals being at risk of modern slavery or human trafficking is low. All employees are employed on contractual terms that

comply with applicable law, including those in relation to working conditions and pay. The Company also conducts robust background checks on prospective employees to help prevent unethical behaviour throughout its business.

Our Policies

To prevent modern slavery, we have implemented the following policies:

- **Code of Conduct:** Guides employees in maintaining proper business conduct.
- **Whistleblowing Policy:** Enables employees to report any concerns, including modern slavery, directly to the VP of People or COO.
- **Dignity at Work Policy:** Promotes a respectful workplace and provides a clear process for reporting bullying or harassment.
- **Training:** All employees receive training to help identify and respond to modern slavery risks. We also have a Cultural Committee to promote awareness throughout the company.

Our Commitment

- All employees are employed under contracts that comply with applicable law, including pay and working conditions.
- We carry out robust background checks on all new employees.
- We regularly review our policies, training, and supply chain practices to ensure they remain effective.

To ensure our policies are effective, we track the following metrics: (1) Completion rates of modern slavery training for all employees, (2) The number of modern slavery-related reports made via our Whistleblowing Policy (currently zero), and (3) Annual reviews of our vendor onboarding process.



This statement was approved by the Board of Directors and is reviewed annually to ensure we continue to meet our obligations under the Modern Slavery Act 2015.

Continuous Improvement

We view the prevention of modern slavery as an ongoing commitment. During the 2026-2027 financial year, we plan to further strengthen our approach by:

- Reviewing and updating our supplier onboarding process to include specific modern slavery compliance checks, particularly for hardware vendors.
- Utilizing the HowNow platform to deliver refreshed, mandatory modern slavery and ethics training to all employees globally.
- Conducting an annual review of our Whistleblowing and Code of Conduct policies to ensure they remain accessible, relevant, and robust.

Speak Up:

If you have any concerns about modern slavery or human trafficking in our business or supply chains, please contact us at peopleops@gethownow.com

This statement was approved by the Board of Directors of HowNow on 1 July 2026.

A handwritten signature in black ink, appearing to read "Kuvera Sivalingam".

Kuvera Sivalingam

COO / Co-Founder

HowNow

Date: 07 / 22 / 2026

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