



Modern Slavery and Human Trafficking Statement

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1 April 2024 to 30 March 2025 and was approved by the Board on 25th November 2025.

The statement sets down Tazio Online Media Limited commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of Tazio Online Media Limited which are as follows:

Tazio provides large organisations with an online assessment, testing and interviewing platform used for the recruitment, training and development of employees. The Company is head quartered in the United Kingdom selling its services to employers globally.

The Company currently has offices in the following countries:

- The United Kingdom.

Tazio conducts an annual modern slavery and human trafficking risk assessment of its business operations and supply chain. In the most recent risk assessment, no activities were considered to be at high risk of modern slavery or human trafficking.

Responsibility for the Company's anti-slavery initiatives is as follows:

- 1.1 Policies:** Tazio's CIO is responsible for creating and reviewing policies. The process by which policies are developed is regularly reviewed to ensure they follow current best practice and are appropriate and proportionate for the Company.
- 1.2 Risk assessments:** Tazio's CIO is responsible for risk assessments in respect of modern slavery and human trafficking.
- 1.3 Due diligence:** Tazio's CIO is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all employees to have read and understood the Company's Modern Slavery and Human Trafficking Policy and its approach to ensuring any risks are identified and drawn to the attention of the Company.



Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships. The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations

- 1.4 **Whistleblowing policy** - the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
- 1.5 **Employee Code of Conduct** - The Code of Conduct sets down the actions and behaviour expected of employees when representing the Company.
- 1.6 **Corporate Social Responsibility (CSR) Policy** - The Company's CSR policy summarises how we manage our environmental impacts and how we work responsibly with suppliers and local communities.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers and regularly reviews its existing suppliers. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners. Evaluating the modern slavery and human trafficking risks of each new supplier and invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.

Performance indicators

The Company uses the following key performance indicators (KPIs) to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains including requiring all staff to have completed training on modern slavery.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Tazio Online Media Limited Board of Directors endorses this policy statement and is fully committed to its implementation.