

VOODOO PARK LIMITED

Modern Slavery and Human Trafficking Policy

Review Date: 17 February 2026

1. Policy Statement

Voodoo Park Limited has a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our business or supply chain.

This policy applies to all persons working for or on behalf of Voodoo Park in any capacity, including employees, directors, contractors, consultants, agency workers, volunteers and any other third parties acting as our agents or representatives.

2. Legislative Context

This policy is made in accordance with the Modern Slavery Act 2015, which consolidates existing offences relating to trafficking and slavery and introduces measures to tackle modern slavery in the UK. The Act defines modern slavery as encompassing:

- Slavery - exercising powers of ownership over a person
- Servitude - the obligation to provide services imposed by coercion
- Forced or compulsory labour - work or service exacted under the menace of a penalty and for which the person has not offered themselves voluntarily
- Human trafficking - arranging or facilitating the travel of another person with a view to their exploitation

Although Voodoo Park's annual turnover is below the threshold that triggers a mandatory transparency statement under Section 54 of the Modern Slavery Act 2015, we fully embrace the spirit and intent of the Act and commit to compliance with its requirements as a matter of good practice and ethical responsibility. Where required by clients or contract, we will provide a transparency statement consistent with Section 54 requirements.

3. Our Business and Supply Chain

Voodoo Park is a fully remote technology services company operating in the United Kingdom. We provide software engineering, agile delivery, business analysis, solution architecture and managed services to clients in regulated sectors including financial services, rail and utilities.

Our supply chain is relatively simple and low-risk in nature, comprising principally:

- Individual contractors and specialist technology professionals engaged on a self-employed or agency basis
- Technology platform and software vendors
- Professional services providers

We do not operate in sectors or geographies typically associated with high modern slavery risk, such as manufacturing, agriculture, hospitality or construction. Nevertheless, we recognise that modern slavery can occur in any supply chain and we take our responsibilities seriously.

4. Our Commitments

Voodoo Park is committed to the following practices to prevent modern slavery and human trafficking:

Recruitment and Employment

- All employees and contractors are engaged through lawful, transparent and fair processes
- We verify the right to work in the UK for all individuals engaged directly by Voodoo Park
- We do not use unpaid labour and ensure all workers are remunerated fairly and in accordance with applicable law
- We do not retain identity documents or use any form of debt bondage
- Workers are free to terminate their engagement at any time with appropriate notice

Supply Chain

- We give preference to suppliers who demonstrate a commitment to ethical employment practices
- We reserve the right to terminate relationships with suppliers found to be involved in modern slavery or human trafficking

Due Diligence

- We consider the reputation and legitimacy of suppliers and contractors before engaging them
- We remain alert to indicators of modern slavery when engaging new workers or suppliers, including unusual payment arrangements, workers unable to speak for themselves, or signs of control by a third party

5. Reporting and Raising Concerns

Voodoo Park encourages openness and will support anyone who raises genuine concerns about modern slavery in good faith, even if those concerns prove to be unfounded.

Any employee, contractor or supplier who suspects that modern slavery or human trafficking is taking place within our business or supply chain should report their concern immediately to the Chief Financial Officer. Concerns can be raised confidentially.

We will not penalise or disadvantage any individual for raising a genuine concern about modern slavery. Any attempt to intimidate or retaliate against a person for raising such concerns will be treated as a serious disciplinary matter.

Where there are reasonable grounds to believe that a criminal offence has been committed, Voodoo Park will report the matter to the relevant authorities, including the National Crime Agency's Modern Slavery Helpline (0800 0121 700) or by calling 101 or 999 in cases of immediate danger.

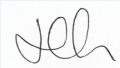
6. Training and Awareness

All employees and contractors working on behalf of Voodoo Park are required to read and acknowledge this policy as part of their onboarding and on an annual basis. We will ensure that those responsible for recruitment, procurement and supplier management are aware of the indicators of modern slavery and their responsibilities under this policy.

7. Governance and Review

Responsibility for this policy rests with the Chief Financial Officer of Voodoo Park Limited, who has overall accountability for ensuring compliance with the Modern Slavery Act 2015 and related legislation.

This policy will be reviewed annually and updated as necessary to reflect changes in legislation, best practice or our business operations. Any material changes will be communicated to all employees and contractors. The effectiveness of this policy is currently assessed through the following measures: confirmation that all new employees and contractors have acknowledged this policy as part of onboarding; the absence of reported concerns or incidents relating to modern slavery within our business or supply chain; and annual review of supplier and contractor relationships for compliance with our ethical standards. Voodoo Park is committed to developing more formal performance indicators as the business grows and will review this approach annually.

| AUTHORISED ON BEHALF OF VOODOO PARK LIMITED | DOCUMENT CONTROL |
|--|---|
| <p>Name: John Miller</p> <hr/> <p>Title: Chief Financial Officer</p> <p>Date: 17/02/2026</p> <hr/> <p>Signature: </p> | <p>Version: 1.0</p> <p>Issue Date: 17 February 2026</p> <p>Review Date: 17 February 2027</p> <p>Status: Active</p> <p>Owner: Chief Financial Officer</p> <p>Applies to: All staff and contractors</p> |