

Modern Slavery Act Statement 2025

For: EuroForce (A Salesforce Implementation Partner)

Financial Year: 1st January 2025 to 31st December 2025

Statement Date: November 2025

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes the Modern Slavery and Human Trafficking Statement for EuroAgent Technologies (the "Company") for the financial year ending 31st December 2025.

1. Introduction and Commitment

EuroAgent Technologies is committed to acting ethically and with integrity in all our business dealings and relationships. We implement and enforce effective systems and controls to ensure modern slavery and human trafficking are not taking place anywhere in our own business or in any of our supply chains. We expect the same high standards from all of our contractors, suppliers, and other business partners.

2. Organisational Structure and Business

EuroAgent Technologies is a specialist technology consulting firm and an authorised Salesforce Implementation Partner, providing expert cloud advisory, implementation, integration, and managed services, primarily serving clients and operating across the UK, Ireland, and the wider European region.

- **Our Business:** Our workforce primarily consists of highly skilled, salaried consultants, developers, and project managers. Given the professional nature of our services, the direct risk of modern slavery within our own employment is considered low.
- **Our Supply Chains:** Our supply chains are focused entirely on professional services and are generally short, including:
 - **Sub-Contracted Technical Labour:** Critically, sub-contractors, individual consultants, and third-party development houses used for niche skills or capacity overflow. This constitutes our highest risk area.
 - **Professional Services:** Providers of core business services (e.g., legal, accounting, recruitment, cloud platforms/licensing).

3. Policies in Relation to Modern Slavery

We operate several internal policies to ensure we are conducting business in an ethical and transparent manner, including:

- **Code of Conduct/Ethics Policy:** Outlines the standards of behaviour expected of all employees and management, including compliance with all applicable laws and regulations concerning human rights.
- **Whistleblowing Policy:** Encourages employees, customers, and other business partners to report any wrongdoing, including any suspicion of modern slavery, without fear of retaliation.
- **Supplier Code of Conduct:** Requires suppliers and sub-contractors to comply with all applicable labour laws, including those relating to minimum wages, working hours, and the prohibition of forced, compulsory, or child labour.

4. Due Diligence Processes

We have implemented the following due diligence processes to manage our exposure to the risk of modern slavery:

A. Employee Due Diligence

All new employees are subject to rigorous checks, including proof of identity, right-to-work documentation, and background checks, ensuring compliance with UK employment law and verifying that all employees are working voluntarily and legally.

B. Supply Chain Due Diligence (High-Risk Area)

For our highest-risk suppliers—specifically those providing outsourced technical services or staffing/recruitment—our process includes:

1. **Contractual Requirements:** All new and renewed contracts include specific anti-slavery clauses requiring suppliers to confirm adherence to the Modern Slavery Act 2015 and permit the Company to audit compliance.
2. **Risk-Based Assessments:** We conduct annual risk assessments, particularly on third-party service providers operating in geographies identified as having a higher prevalence of human rights risks.
3. **Initial Vetting:** Before onboarding, high-risk suppliers must complete a questionnaire detailing their own policies, training, and due diligence processes regarding modern slavery.

5. Risk Assessment and Management

The Company has identified the following areas of risk and the actions taken to mitigate them:

Identified Risk Area	Mitigation Strategy
Sub-Contracted Technical Labour	Ensure all contracts with sub-contractors and service providers include explicit clauses on modern slavery compliance, right-to-audit, and immediate termination for breaches.
Staffing/Recruitment Agencies	Conduct robust vetting of recruitment partners to ensure they adhere to ethical sourcing practices and verify the legal status of all candidates they supply.
New Geographical Expansion	Prior to contracting services in new markets, local labour laws and known human rights risk indices are consulted to inform the procurement and service delivery strategy.

6. Training and Awareness

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide relevant training to key personnel. This includes:

- Mandatory training for all procurement, HR, and senior management staff.
- Annual refresher training focusing on how to identify and report potential instances of forced labour or exploitation within the professional services sector.

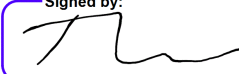
7. Key Performance Indicators (KPIs)

We use the following KPIs to measure how effective we have been in ensuring that modern slavery is not taking place in any part of our business or supply chain:

- Percentage of high-risk suppliers who have completed our modern slavery questionnaire (Target: 100%).
- Number of employees who have completed annual mandatory training on modern slavery awareness.
- Number of reported modern slavery concerns (Target: 0, with a focus on encouraging reporting if concerns arise).

8. Board Approval

This statement has been approved by the Company's Board of Directors, who will review and update it annually.

Signature:  Signed by:
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Name: Thomas Charuhas

Title: CEO

Date: 10/12/2025