

Modern Slavery Statement

Financial year ending 31 January 2026

Introduction

This modern slavery statement is published voluntarily. Replicant is not currently required to publish a statement under section 54 of the Modern Slavery Act 2015. We have nonetheless prepared it in line with that section and the Home Office statutory guidance, because our customers rightly expect transparency about how we work.

The statement covers the financial year ending 31 January 2026. It also sets out the steps we are taking in the current financial year.

Our business

Replicant Solutions Inc ("Replicant", "we", "our") was founded in 2017 and is headquartered in San Francisco, California. We build AI voice agents that answer and resolve customer service calls for large organisations in sectors including insurance, financial services, retail, transport, travel, healthcare and home services.

We are a software company. Our people are salaried professionals, mainly in software engineering, product, sales and customer delivery. They are based in the United States, the United Kingdom and Canada.

Our supply chain

Our main suppliers provide:

- cloud hosting and data centre services;
- software, including AI models;
- telephony and carrier services;
- laptops and other IT equipment;
- recruitment services; and
- travel, events and office services.

Our assessment of risk

We consider the risk of modern slavery in our own operations to be low. Our people are skilled professionals, paid salaries well above the minimum wage, and free to leave on notice.

The greater risk sits in our supply chain. Based on the nature of the work and where it is done, we consider the following areas to carry higher inherent risk:

- the manufacture of laptops, servers and other hardware; and
- recruitment agencies, where workers can be charged unlawful fees.

We do not currently use outsourced data labelling, transcription or contact centre services. Should we do so in future, we will treat them as higher risk, as they can rely on low-paid workers in countries with weaker labour protections.

In the current financial year we will carry out our first formal risk assessment of suppliers in the higher-risk categories above.

Our employment practices

The following are already in place across Replicant:

- we recruit directly in most cases;
- we do not charge candidates or employees recruitment fees;
- we check every new employee's right to work before they start, using the checks required in each country where we employ people, including Form I-9 in the United States;
- every employee receives written terms of employment;
- every employee is paid at or above the legal minimum wage, and on time; and
- we never hold employees' passports or identity documents, and employees are free to leave on notice.

Policies

In October 2026 we adopted a Modern Slavery Policy and a Supplier Code of Conduct. The policy sets out the standards expected of everyone who works for Replicant. The Code sets out what we expect of our suppliers, including a prohibition on forced labour, child labour and recruitment fees.

Steps for the current financial year

During the financial year ending 31 January 2027 we will:

1. assess the modern slavery risk of our suppliers in the higher-risk categories above;
2. send our Supplier Code of Conduct to those suppliers and ask them to acknowledge it;
3. include modern slavery terms in our standard supplier contract for new suppliers; and
4. share our Modern Slavery Policy with all employees.

Reporting a concern

Anyone who suspects modern slavery in our business or supply chain can contact ethics@replicant.ai. Reports are received by our People team and treated confidentially. We do not tolerate retaliation against anyone who raises a concern in good faith.

Measuring progress

We do not yet report performance measures. From next year we will report the number of higher-risk suppliers assessed, the proportion that have acknowledged our Supplier Code, and the number of concerns raised and resolved.

Approval

This statement has been approved and signed by our Chief Executive Officer, who is a director of Replicant Solutions Inc. We will review and update it each year.

Signed: *Gadi Shamia*

Name: Gadi Shamia

Title: Chief Executive Officer and Director

Date: 10-12-2026

CERTIFICATE *of* SIGNATURE

REF. NUMBER
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12 OCT 2026 18:34:46
UTC

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TIMESTAMP

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LOCATION
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RECIPIENT VERIFICATION

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