

MODERN SLAVERY ACT STATEMENT

Introduction

Sutherland is a leading business and digital transformation company that partners with iconic brands worldwide across industries. We bring our clients a unique value proposition through market-leading technology and business process excellence. Leveraging our advanced products and platforms, we drive digital transformation, optimize critical business operations, reinvent experiences, and pioneer new solutions to drive new possibilities.

As a chartered member of the United Nations Global Compact, we remain committed to upholding the principles of human rights and ensuring that modern slavery and human trafficking have no place in our business or supply chains. We continue to align with the United Nations' Universal Principles on human rights, labor, the environment, and anti-corruption, taking actions that advance social responsibility goals and deliver lasting benefits to people, communities, and the markets we serve.

This Modern Slavery Act Statement outlines the steps we have taken and continue to take in calendar year 2025 to prevent, detect, and eradicate any form of modern slavery within our organization and throughout our supply chain, in accordance with Section 54 of the UK Modern Slavery Act 2015.

Policies and Procedures

1. **Sutherland Code of Conduct:** Sutherland explicitly prohibits slavery, servitude, forced labor, or human trafficking within its supply chain. We maintain and enforce policies applicable to our workforce and suppliers to uphold these mandates. These measures ensure that modern slavery plays no part in the production, development, or delivery of the products or services we provide.
2. **Supplier Code of Conduct:** We uphold a comprehensive Supplier Code of Conduct that defines our expectations regarding human rights, including prohibiting forced or child labor, ensuring fair wages and working conditions, and promoting freedom of association. This code aligns with the requirements outlined in the UK Modern Slavery Act.
3. **Supply Chain Due Diligence:** We conduct ongoing assessments of our supply chain to identify and mitigate risks related to modern slavery. We continue to work with suppliers who share our commitment to human rights and require them to demonstrate compliance with our standards.
4. **Employee Awareness and Training:** We provide regular training and awareness programs to our employees, ensuring they recognize the signs of modern slavery and understand their role in its prevention. We foster a culture of transparency and encourage prompt reporting of any concerns.

5. **Whistleblowing Mechanism:** We maintain a confidential and accessible reporting mechanism that enables employees, suppliers, and other stakeholders to report any suspicions or concerns regarding modern slavery practices.
6. **Compliance Monitoring:** We continuously review and monitor our compliance with this statement, our policies, and relevant legislation. Our commitment to continuous improvement ensures that any identified risks or gaps are addressed effectively.
7. **Partnerships and Collaborations:** We actively engage with industry peers, non-governmental organizations, and other stakeholders to collaborate and share best practices in combating modern slavery.

Reporting and Review

This Modern Slavery Act Statement will be reviewed annually and updated as necessary to reflect our ongoing commitment and progress. It will be made available on our website, along with any other relevant policies and information, in compliance with the UK Modern Slavery Act.

Resources

To obtain a copy of the Code of Conduct, please contact the Sutherland Ethics and Compliance Office: Corporate.Ethics@sutherlandglobal.com.