Registered Trading Address:
Transparity Solutions Limited
2 Kingdom Street, Paddington Central,
London, W2 6BD

Modern Slavery Statement

March 2026

This statement is for the Financial Year End 28 February 2026 and is published in line with section 54(1) of the Modern Slavery Act 2015.

Transparity's business

Transparity's mission is to be the most respected Microsoft partner. Founded in 2015, Transparity has been a pureplay Microsoft partner and has grown to 250+ employees in both the UK, and New Zealand, transforming the working lives of our customers through the implementation of cutting edge technology.

We have a zero-tolerance approach to modern slavery and we are committed to acting ethically, legally, and with integrity in all our business dealings and relationships by implementing and enforcing effective systems and controls to ensure modern slavery is not taking place in our own business or in our supply chains.

We are committed to our Environmental, Social, and Governance (ESG) agenda, aligning our activities against the United Nations Sustainable Development Goals. Transparity are also a Living Wage Employer, committing to paying salaries over the government minimum wage to the actual cost of living.

Transparity's Senior Leadership Team (board of directors) shall take responsibility for implementing this policy statement and its objectives.

Our supply chains

Transparity will not deal with any business knowingly involved in Modern Slavery. We operate using multiple services to support the operations of our business, from Microsoft themselves and additional software providers, through to consultancy services and we procure these services directly and request that all our suppliers complete a New Supplier Questionnaire, which includes a request for a statement on their stance on Modern Slavery.

Our policies and procedures

The following policies support our commitment to ethical business:

- Code of Conduct Policy
- Speak Up Policy (Whistleblowing)
- Anti-bribery Policy
- Corporate Criminal Offence Policy
- Bullying and Harassment Policy

Our ongoing commitment

We are committed to ensuring our business continues to operate with a zero-tolerance approach. There are a number of actions that are currently in place.

- We provide awareness training on the Modern Slavery Act 2015 to all new starters, and providing a refresher course to current employees every year when we republish our annual statement.

- We provide clear and safe channels to speak up and raise any concerns one may have.
- We provide training and guidance to any employee who is involved in procurement for the business.

Looking ahead

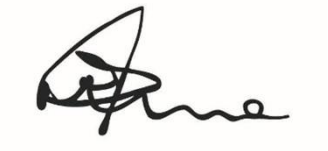
We will continue to review our efforts and practices to strengthen our position and commitment. Actions we have committed to for this financial year include:

- Improving our supplier questionnaire by specifying our stance on Modern Slavery and working with our current suppliers to identify their policies and procedures.
- Develop a Procurement Policy and set of standards for any procurement that happens across the business.

Our Modern Slavery Act Statement

Our April 2024 statement is our first published statement. All past statements will be available to review and will be linked in this section.

For and on behalf of **Transparity Solutions Limited**



Neil Tune
Chief People & Culture Officer