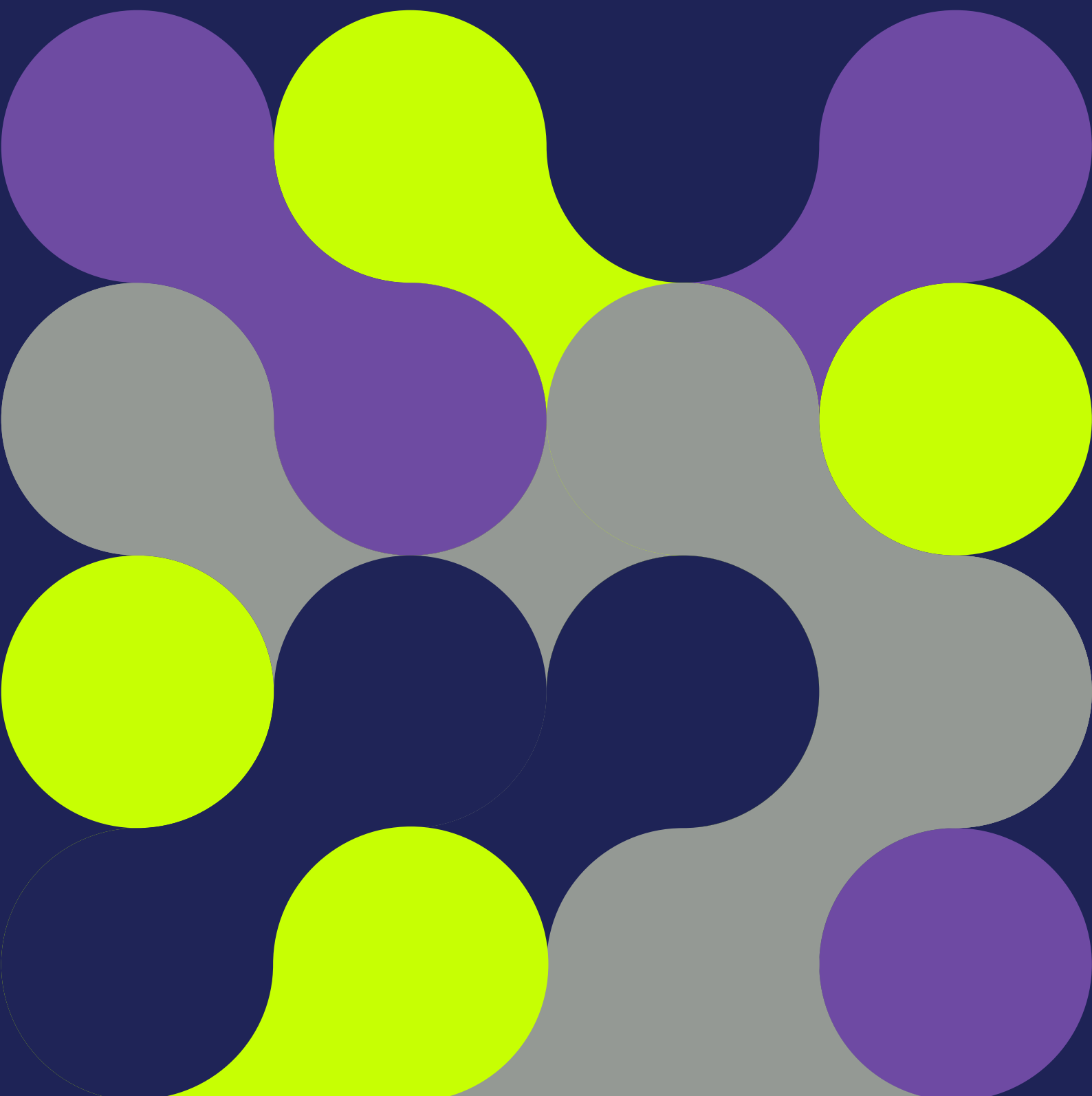


Modern Slavery Act Statement

Fiscal year ended 31 December 2024

Published May 2025



Our purpose is to make life better through the power of people and technology. We endorse The Modern Slavery Act 2015 and operate our business in line with this legislation.

Introduction

Opencast will not work with any organisation which is involved in modern slavery. We do not tolerate forced, bonded or compulsory labour, human trafficking and other kinds of slavery within our own operations or within our supply chain. We are committed to taking appropriate steps to ensure that everyone who works with or for Opencast (in any capacity) benefits from a working environment in which their fundamental rights and freedoms are respected.

Our approach to preventing modern slavery forms part of our wider Environmental and Social Governance responsibilities. We adopt procedures that contribute to ensuring modern slavery does not occur in our business or supply chains and we expect organisations with whom we do business to adopt and enforce policies to comply with the relevant legislation.



Organisational structure

The organisational structure of ‘Opencast’ comprises Opencast Software Europe Limited and Opencast Software Europe Holdings Limited, incorporated & located in the UK. This statement relates to both entities.

Opencast is a technology consultancy founded and based in the UK. From our Headquarters in Byker, Newcastle-upon-Tyne we design, build and run human focused digital solutions for our client base which is predominately UK Public Sector organisations. We have 480 employees based across the UK.

Opencast is committed to being a purpose-led business that makes a positive impact on society. We are focused on doing the right thing for everyone, and this includes our people, our clients and our wider communities. We were certified as a B Corp in June 2024.

Commitment

Opencast is committed to acting ethically and with integrity in all our business dealings and relationships.

We align our practices with key international standards, including the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

We have a number of policies and procedures in place which we consider to be appropriate to our business and effective in preventing modern slavery from occurring in our business and our supply chains. We continually review the control environment to ensure processes are fit-for-purpose and effective in the detection and prevention of modern slavery.

The Board of Directors and senior leadership are accountable for the governance and oversight of modern slavery risks. Opencast’s Finance, Hybrid Experience and People Operations teams are responsible for the day-to-day activities and due diligence.

Supply chains

We partner with largely UK based technology and professional service consultancies to augment and support the services provided by our in-house teams.

Opencast continually assesses risks in relation to modern slavery and human trafficking within our business and supply chain. Whilst we consider the risks to be low, our commitment is operationalised through proactive measures aimed at understanding and enhancing our approach to preventing modern slavery.

We have established a comprehensive Supplier Code of Conduct that articulates the standards and expectations we hold for all our suppliers. This code mandates adherence to all applicable anti-slavery and human trafficking laws, including the Modern Slavery Act 2015. It explicitly prohibits forced, bonded, or compulsory labour and the use of child labour. Furthermore, the code requires suppliers to ensure fair working conditions, including providing written contracts, respecting freedom of association, and establishing mechanisms for workers to raise concerns. By adhering to this code, our suppliers become vital partners in our ethical supply chain.

We have ongoing scrutiny of our supplier relationships and practices to proactively identify areas for strengthening our safeguards. Suppliers are screened against relevant sanction and denied parties lists which include human trafficking violations. We will not enter contracts with organisations under sanctions imposed by UK, US, UN or EU. Any suppliers deemed high risk are monitored and reviewed periodically for Modern Slavery compliance.

Where appropriate, suppliers are subject to legal terms and conditions with Opencast.

Suppliers must also:

- Comply with ILO principles concerning fundamental rights set out in the International Labour Organisation's Declaration on Fundamental Principles and Rights at work.
- Uphold high ethical standards, including compliance with anti-bribery laws.
- Pay at least the legal minimum wage standard applicable in their country of work.
- Ensure no slavery in any form, including forced and child labour, is taking part in their supply chain.
- Adhere to code of conduct principles and expectations.

As part of our 2025 due diligence, we plan to continually monitor and reiterate to our suppliers about our zero tolerance towards any form of slavery. We also plan to improve our regulatory compliance and ESG reviews for entering supplier contracts.

Employment

We treat our employees fairly, lawfully, and with professionalism, ensuring safe, supportive, and inclusive working conditions.

We are proud to be an accredited Living Wage and Living Pension Employer, certified by the Living Wage Foundation, and are committed to fair pay and job security. We do not engage in zero-hour contracts and have worked closely with third party contractors to ensure that they are also paid at least the real Living Wage. We are also actively working towards ensuring that contracted staff are also entitled to Living Pension.

All permanent employees receive holiday entitlements above the statutory requirement, along with enhanced parental leave and other health and lifestyle benefits. All employees have access to free financial advice through our partnership with Cullen Wealth and have regular access to talks around budgeting and financial management.

In line with the UK Government Baseline Personnel Security Standard (BPSS), our organisation is committed to ensuring a safe and compliant workforce, free from any practices related to modern slavery or human trafficking. As part of the recruitment process, we conduct:

- identity checks, right-to-work and credit checks
- criminal record and civil checks for all our people

These measures reflect our dedication to maintaining a responsible and secure working environment while adhering to the highest ethical and legal requirements.

Opencast currently uses anonymous surveys and encourages employees to use its Whistleblowing policy to report any concerns regarding modern slavery, with all complaints thoroughly investigated. Management takes these reports seriously and acts in line with the Opencast Whistleblowing Policy.

As part of 2025 improvements, Opencast plans to establish an anonymous Whistleblowing Hotline available for all employees to report concerns about modern slavery. This aims to provide multiple confidential channels for reporting, aligning with good practice.

Additionally, Opencast is looking to provide Modern Slavery Employee Awareness Training in 2025 to help relevant employees identify and report potential issues as well as to act as the key line of defence around spotting modern slavery.

Policies

The business has several policies that support our approach to human rights and modern slavery. These policies promote honest, ethical, and responsible business practices, and require compliance with all relevant laws and regulations.

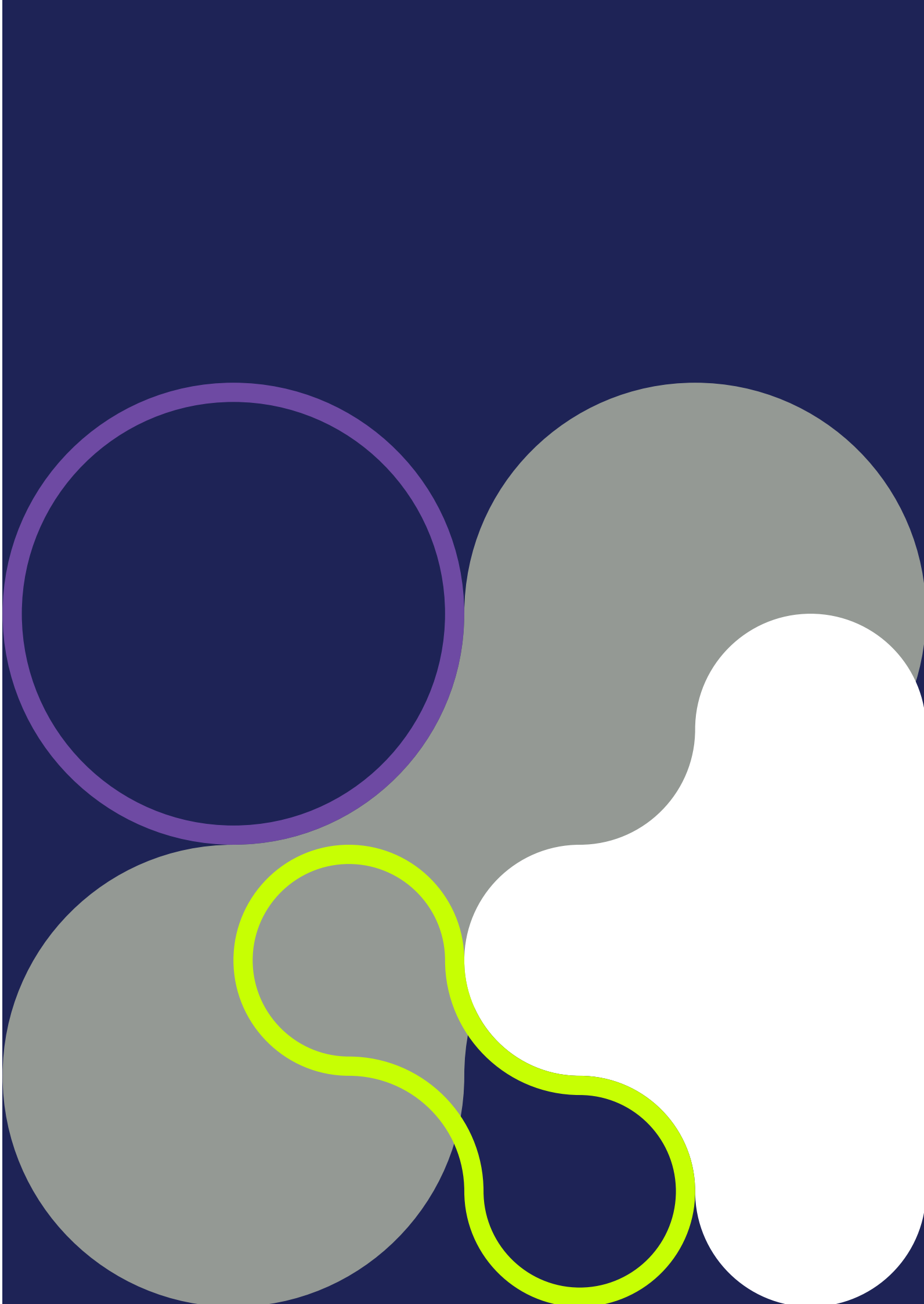
All directors and employees are required to read, acknowledge, and adhere to these policies, and to report any suspected breaches. Policies are available through the company intranet for reference at any time. These policies are reviewed annually to ensure they align with this statement on modern slavery.

Some of our policies include:

- Modern Slavery Policy
- Dignity at Work
- Equal Opportunities
- Safety Health Environment & Fire (SHEF) Policy
- Environmental Management
- Corporate Social Responsibility
- Anti-bribery Policy
- Safeguarding Policy
- Whistleblowing Policy

As part of our continued due diligence, Opencast is launching an Impact Purchasing Policy in 2025. This policy will guide our purchasing towards ethical and sustainable businesses free from modern slavery. This policy demonstrates how we will monitor for any form of modern slavery in all stages of the procurement process.

To ensure awareness and understanding of our commitments including those related to modern slavery, Opencast will require annual certification of its policies and procedures by all employees as a planned improvement.



Assessment of effectiveness

Opencast is committed to the principle of transparency and will continue to report on the further improvements we make towards preventing modern slavery and other fundamental rights violations.

As with previous years, during the financial year of 2024, no instances of modern slavery were identified within our supply chain. While we are encouraged by this consistent finding, we recognise that vigilance and continuous improvement are essential. Therefore, we remain dedicated to refining our understanding of our supply chains and enhancing the measures we have in place to ensure their continued freedom from slavery.

To continue our improvement and due diligence in this area, by the end of 2025 we commit to:

- Implement training for relevant employees around modern slavery
- Launch and implement our Impact Purchasing Policy
- Engage with our current suppliers around modern slavery and reassess for any that are high risk
- Launch a Whistleblowing Hotline for employees to enhance our whistleblowing policy

This statement is published in compliance with the United Kingdom Modern Slavery Act of 2015. The Board of Directors and management of Opencast are fully committed to sustaining a work environment and supply chain free of human trafficking and modern slavery of any kind.

This statement is applicable to Opencast Software Europe Limited and was approved for the fiscal year ending 31st December 2024, by the Board of Directors on 16th May 2025. It will be reviewed and approved annually by senior leadership and the Board of Directors.

Tom Lawson

Tom Lawson
CEO



