Quorum Cyber Modern Slavery Statement: 2026/27

1. Introduction

As a cyber security specialist, we recognise that we have a responsibility to take a robust approach to slavery and human trafficking.

Quorum Cyber is committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

This statement sets out Quorum Cyber's understanding of the potential modern slavery risks related to its business. It also details the steps in place to ensure there is no slavery or human trafficking in both its own business and supply chain.

This statement relates to actions and activities during our financial year 2026/27 (ending in June 2027).

2. Organisational Structure and Supply Chains

Our services

Quorum Cyber provides the following services:

- Managed Security Services: Clarity Defend: Clarity Extend; Clarity Protect; Clarity Data
- Advisory Services: Technical Advisory; Cloud Security; Security Maturity Assessments
- Offensive Security Services: Security Testing and Assurance
- Incident Response: Emergency IR; IR Retainer; Tactical MDR

Countries of Operation and Supply

We currently operate in the following countries:

- United Kingdom
- United States of America
- Canada

High-risk activities

Given the nature of our industry and the context in which we operate, Quorum Cyber do not have any activities considered to be at high risk of slavery or human trafficking.

3. Responsibility for Anti-Slavery Activity

The responsibility for our anti-slavery initiatives is as follows:

- **Policies:** Every policy is owned by the internal function responsible for the standards articulated in that policy. In practice this is usually our Compliance, and People Teams. Policies are developed using standard methodology and are subject to approval at Board level. All polices are reviewed on a regular basis to ensure they remain relevant and comply with legislation.
- **Risk Assessments:** These are conducted as part of the supply chain assurance process required by our certification and regulatory requirements. Our supply chain partners are subject to a risk assessment as part of the overall process for supplier management and TPRM (Third Party Risk Management). Amongst other requirements we consider location, services supplied, online assessments from supply chain assessment platforms, the existing regulatory requirements evidenced by the vendor in question for slavery and human trafficking.
- **Investigations:** In any instance of suspected slavery, the Chief People Officer (CPO) will assign an appropriate senior manager to oversee an investigation.
- **Training:** Our People Team are responsible for the development of all relevant training.

4. Relevant Policies and Practices

The following policies and practices are relevant to our approach to the prevention of slavery and human trafficking in our operations:

- **Whistleblowing policy:** We encourage our workers and those providing services under a contract to report any concerns related to our activities, or supply chains. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for workers to make disclosures without fear of retaliation.
- **Employee Code of Conduct:** We strive to maintain the highest standards of employee conduct and ethical behaviour, and our Code of Conduct emphasises this.
- **Human Rights policy:** Our Human Rights policy reinforces our commitment to operating ethically and fairly. It specifically references our commitment to prevent any form of forced or child labour.
- **Supplier/Procurement Code of Conduct:** Quorum Cyber is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, act ethically and within the law in their use of labour. Quorum Cyber works with suppliers to ensure that they meet the standards of the code and

improve their worker's working conditions. However, serious violations of the organisation's supplier code of conduct can lead to the termination of the business relationship.

- **Recruitment Practices**: We do not typically use agency staff or contractors. However, in the limited circumstances where it may be necessary to hire agency workers or contractors, we will always use specified, reliable agencies that have been vetted through the procurement procedures and meet our criteria regarding their employment policies and practices.
- **Pre-Employment Checks:** Before any individual is employed by Quorum Cyber, we rigorously check that they have the right to work in the UK (or US/Canada if appropriate).
- **Salary:** Our salary levels are set a level above minimum/living wage thresholds.

5. Due Diligence

Quorum Cyber undertakes due diligence when considering taking on new suppliers and regularly reviews its existing suppliers. The organisation's due diligence and reviews include:

- mapping the supply chain broadly to assess product or geographical risks of modern slavery and human trafficking;
- evaluating the modern slavery and human trafficking risks of each new supplier within the due diligence process;
- reviewing on a regular basis all aspects of the supply chain based on the supply chain mapping;
- conducting supplier audits or assessments through the certification and regulatory requirements internally and externally, which have a greater degree of focus on slavery and human trafficking where general risks are identified;
- creating an annual risk profile for each supplier;
- taking steps to improve substandard suppliers' practices, including providing advice to suppliers through internal audit process and requiring them to implement action plans if remediation is required;
- using several online supplier assessment resources, where suppliers can be checked for their labour standards, compliance in general, and modern slavery and human trafficking in particular; and
- invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct, including the termination of the business relationship.

6. Education and Awareness

We have both information and training on modern slavery available to all Quorum Cyber employees.

A training module is available on our internal learning platform, which contains guidance on:

- the basic principles of the Modern Slavery Act 2015;
- how to assess the risk of slavery and human trafficking in relation to various aspects of Quorum Cyber's business, including resources and support available;
- how to identify the signs of slavery and human trafficking;
- what initial steps should be taken if slavery or human trafficking is suspected;
- how to escalate potential slavery or human trafficking issues to the relevant parties within the organisation;
- external help available, for example through the Modern Slavery Helpline, Gangmasters Licensing Authority and "Stronger together" initiative;

More generally we have also raised awareness of modern slavery issues by developing relevant content on our company intranet. This covers broadly the same content as the training module outlined above.

In 2025 we introduced a new Human Rights Policy – that includes statements on Modern Slavery.

We have made our training on Modern Slavery mandatory for those employees who are involved in purchasing and supply chain management.

7. KPIs

KPI	Results
Number of instances of suspected modern slavery reported and human trafficking	Nil
Number of confirmed instances of modern slavery	Nil
Awareness and training carried out	Training module and information remains available to all UK based staff. Training module is now mandatory for identified employees
Number of issues raised through Supply chain	No modern slavery instance raised through TPRM

8. Reporting of Modern Slavery

There were no instances, or potential instances, of on-site modern slavery raised in 2025 or in year-to-date 2026.

Board level approval

This statement has been approved by the Chief People Officer, who will review and update it annually.

Name:

Signature:

Date: