

MODERN SLAVERY STATEMENT

This statement has been published in accordance with the Modern Slavery Act 2015 ('MSA'). It sets out the steps taken by *accesso* Technology Group Plc and its subsidiary companies (together referred to as '*accesso*') to prevent modern slavery, human rights violations and trafficking in its business and supply chains during the year ended 31 December 2023. This is the eighth such statement prepared by *accesso* and we aim to progress and develop our work in this area over the coming years.

Our Business

accesso is geographically diverse, with active subsidiary companies in several geographies including the UK, USA, Canada, Asia Pacific countries, Europe and South America. Following the recent acquisition of VGS, now *accesso Horizon*, *accesso* is strategically positioned to expand into previously untapped geographical markets such as the Middle East. Our cutting edge solutions drive increased transaction-based revenue through ticketing, restaurant and retail commerce, virtual queuing, distribution, digital professional services, and guest experience management software.

Commitment

As a global business we accept we have a responsibility and are committed to upholding human rights and will do our utmost to ensure there is no slavery, servitude, forced or compulsory human labour, abuse of power over vulnerable individuals, human trafficking or any other form of exploitation contemplated by the MSA in any part of our business or our supply chain.

Our Principles and Policies

accesso adheres to a high standard of ethics, values and corporate social responsibility and these principles underpin our governance procedures and the strategic and management decisions that we make. *accesso*'s 'Global Cultural Guide' issued to all employees is a document at the heart of the business and one that is acknowledged by all employees setting out the Group's code regarding values, business ethics, diversity and equal opportunity.

accesso has implemented and operates an Employment Handbook as well as Health & Safety, Information Security and Harassment Prevention and Whistleblowing Policies through which, amongst other things, it is made clear that:

- High ethical standards are to be observed at all times in all decisions that are made;
- Employees are to be treated equally and discrimination is not permitted;
- No threat of or actual physical, psychological or verbal abuse or harassment of any kind is tolerated;
- Only persons eligible to work and able to freely choose employment will be employed;
- A healthy and safe working environment will be provided; and
- Employees will be fairly paid for their work, always meeting or exceeding minimum national requirements.

In particular, *accesso*'s Whistleblowing Policy encourages and provides means for employees to anonymously report wrongdoing, which extends to modern slavery, human rights violations and trafficking, without fear of redress or reprisal. Notably an

anonymous confidential hotline was established in 2021 through which to make such reports. Any reports made will be treated seriously, be fully investigated and, where necessary, corrective and/or preventative action be taken to address the matter.

We have also implemented annual Ethics Compliance training that all employees are required to complete and which includes modules on prevention of money laundering and anti-bribery and corruption; as well as mandatory Diversity, Equity & Inclusion and Preventing Workplace Harassment training.

Assessment of Risk

accesso has business relationships with customers based throughout the globe but with the largest collection of business in the UK, USA, Australia, Europe and South America and Canada and these countries together with the leisure, entertainment and cultural sectors within which it operates are considered relatively low risk in terms of modern slavery, human rights violations and trafficking. Nevertheless, we monitor our customers and will implement remedial measures should any concern be identified.

Similarly, accesso has very few suppliers or partnerships with businesses based in impoverished regions of the world, where labour laws are non-existent or are not enforced, and therefore the risk in terms of modern slavery, human rights violations and trafficking is considered low. Nevertheless, supplier due diligence will be undertaken as detailed below.

Our employment procedures require that all employees have the necessary documentation to legally work in the country in which they are employed, and no-one will be employed without providing this documentation. This will help ensure that no one forced, trafficked or under the legal minimum age for admission to work will be employed by accesso.

Supplier Due Diligence

accesso does not support or deal with any businesses believed to be involved in or linked to modern slavery, human rights violations or trafficking.

We have a stringent procurement process, select our suppliers with care and undertake thorough due diligence checks on prospective suppliers to ensure they observe high standard of ethics, values and environmental and corporate social responsibility similar to our own. The outcome of the due diligence will influence our decision whether to do business with them.

We monitor our suppliers and will implement remedial measures should any concern about a particular supplier be identified.

This statement was approved by the Company's Board of Directors in July 2024.

Steve Brown, Chief Executive Officer