



Modern Slavery Statement

For the Financial Year Ended: 31 December 2025

Issued by: Integreon, Inc.

1. Introduction

Integreon, Inc. ("Integreon") is committed to preventing modern slavery, human trafficking, forced labour, and exploitation in all forms across our global operations and supply chains. This statement is prepared pursuant to **Section 54 of the UK Modern Slavery Act 2015**, which requires Integreon to publish an annual statement setting out steps taken to prevent modern slavery in our business and supply chain.

2. Organisational Structure, Business & Supply Chains

Integreon is a global business services provider operating across multiple countries. Our supply chains include professional services, IT services, staffing agencies, property/facilities suppliers, and indirect procurement categories.

3. Policies Related to Modern Slavery

We maintain a suite of policies directed towards Integreon's commitment to being a good corporate citizen that relate to the prevention of modern slavery such as:

- **Code of Conduct**
- **Supplier Code of Conduct**
- **ESG Policy**
- **Employee Handbooks**

4. Due Diligence Processes

Our due diligence framework includes:

- Supplier onboarding screening and due diligence



5. Risk Assessment & Management

We conduct periodic assessments of modern slavery risks within:

- Outsourced service contracts
- Temporary arrangements
- Facilities management and cleaning
- Geographies with weak regulatory oversight

6. Metrics

To evaluate our progress, we use indicators such as:

- Number of high-risk suppliers screened for modern slavery risks
- Number of relevant workforce trained

7. Training & Capacity Building

Targeted training is provided to procurement, HR, and operational roles with heightened exposure to labour risks.

8. Governance & Approval

This Modern Slavery Statement has been:

- Approved by the Board of Directors
- Signed by:

A handwritten signature in black ink, appearing to read "Rahul Malhotra", written over a horizontal line.

Rahul Malhotra
Director and Chief Financial Officer