

UK MODERN SLAVERY ACT STATEMENT

Preface

This statement is made on behalf of iC Consult Group GmbH pursuant to Section 54 of the Modern Slavery Act 2015 and covers the financial year ending December 2024. iC Consult is committed to combating modern slavery and human trafficking in all its forms and ensuring that our business and supply chains are free from such practices.

1 iC Consult at a Glance

iC Consult is the world's leading independent consultancy, systems integrator, and managed services provider for Identity & Access Management with more than 890 employees worldwide.

We are committed to excellence and innovation, and with the best-in-class technology in the IAM space, we provide our customers with next-level cybersecurity solutions. Our service portfolio covers Managed Services for IAM including advisory, architecture, implementation, integration, support, and operations.

iC Consult is headquartered in Germany with offices in, Austria, Canada, China, Belgium, Bulgaria, France, India, Spain, the UK, the U.S., and Switzerland. The world's largest brands trust in our expertise, to secure and manage their most valuable assets: their identities.

2 Commitment

At iC Consult, we recognize that modern slavery exists in various forms, including forced labour, involuntary servitude, human trafficking, and the unlawful restriction of personal freedom for financial or personal benefit. We are fully committed to upholding human rights and have a strict zero-tolerance policy towards any form of modern slavery or human trafficking within our operations and supply chain. Such conduct is illegal and fundamentally incompatible with our values.

3 Policies and Processes

We have implemented robust policies and processes to prevent, detect, and respond to any such incidents within our operations and supply chains. These include:

Code of Conduct

iC Consult's commitment to ethical behavior is reflected in our iC Consult Code of Conduct as well as our iC Consult Supplier Code of Conduct. Both the Code of Conduct and the Supplier Code of Conduct are continuously evaluated and developed. The Code of Conduct sets out the ethical standards we expect all our employees to adhere to, both internally and in relation to our partners. In the same way the Supplier Code of Conduct specifies the expectation towards all suppliers and business partners of iC Consult. Both documents explicitly prohibit any involvement in modern slavery and human trafficking.

Supplier Due Diligence

We conduct due diligence checks on our suppliers to ensure that they comply with all applicable laws, regulations, and standards. This includes assessing their policies, practices, and commitments to human rights and labor rights, requiring them to acknowledge our Supplier Code of Conduct as well as complete our CSR questionnaire.

Whistleblowing Policy

We have a confidential whistleblowing mechanism in place that enables our employees to report any concerns or suspicions regarding slavery and human trafficking. We take all reports seriously and investigate them thoroughly.

4 Supply Chain

We recognize that supply chains play a crucial role in preventing modern slavery and human trafficking. We strive to work with suppliers who share our commitment to ethical practices. Our supply chain comprises primarily services, including professional advisory services, travel services, IT services and hardware, as well as office supplies. While we primarily engage with suppliers directly, we also work with trusted third-party service providers who are encouraged to adhere to our standards.

5 Ongoing steps:

- We provide training to our employees to raise awareness about modern slavery and human trafficking, as part of our general CSR training.
- We continuously review and update our policies, procedures, and due diligence processes to address any emerging risks or changing regulatory requirements.
- We continue to develop our supplier due diligence processes in order to ensure compliance with our Supplier Code of Conduct and thus the prohibition of any form of modern slavery and human trafficking.
- In line with the German Supply Chain Act (LkSG) and the EU CSDDD we are developing a comprehensive risk management system to identify, prevent or minimize the risks of human rights violations and damage to the environment within our supply chain.

We remain committed to continually improving our practices to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

6 Endorsement of this Statement

This statement has been approved by iC Consult's Board of Directors and is made in accordance with Section 54(1) of the Modern Slavery Act 2015 for the financial year ending 2024.

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