

# Psyomics Modern Slavery Commitment

Psyomics Ltd is **committed to preventing modern slavery and human trafficking** within our business and supply chains. Though our business is not required to make a formal statement under Section 54 of the UK Modern Slavery Act 2015, in support and dedication to ethical and responsible business practices and the work we do with partners, such as the NHS, we choose to publish a Modern Slavery Commitment statement and take active steps to ensure our operations and supply chains are free from slavery and human trafficking.

## Our Approach

As a health IT company, operating in Great Britain to support NHS and private healthcare providers, we recognise that our direct operations carry a low risk of modern slavery. However, we remain vigilant about potential risks in our wider supply chains, particularly when engaging third parties, such as providers supporting and interfacing with our infrastructure. We are committed to acting ethically and with integrity in all our business relationships.

## Our Policies and Best Practices

We operate under a set of ethical business policies and practices, including:

- A **Code of Conduct** detailed in contracts that emphasises ethical behaviour and respect for human rights for employees and suppliers.
- **Ethical Procurement and Supplier Standards** that guide our selection of partners who demonstrate a commitment to fair labor practices.
- **Whistleblowing Guidance** in our Employee Handbook that both encourages and provides a channel for employees to raise concerns about unethical practices.

## Due Diligence and Risk Management

We conduct reasonable due diligence on our key suppliers, particularly those whose operations or sectors may present higher risks. This includes:

- Reviewing publicly published commitment and compliance with relevant labor laws and ethical practices, and requesting assurances where applicable.
- Evaluating the geographical location and sector of our suppliers as part of risk assessment.
- Prioritising relationships with suppliers who demonstrate a commitment to human rights.

## Awareness and Training

We ensure team members involved in supplier relationships are briefed on modern slavery risks and know how to raise concerns. We include information on ethical practices and whistleblowing in our Employee Handbook materials for onboarding and continued employee support.

## Our Ongoing Commitment

To date, we have not identified any instances of modern slavery in our operations or supply chains. However, we maintain our vigilance and commitment to continuous improvement through:

- Regular reviews of key supplier relationships and our due diligence approach.
- Ongoing awareness-building among our team about modern slavery risks through internal communications and training updates.

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**Company Policies**

Aa Policy Name	🔍 Version	📅 Last Updated	✅ Approval Status	🔒 Sharing Level
Psyomics Modern Slavery Commitment	1	@April 9, 2025	Approved	External - General

*Psyomics Ltd is a company registered in England with company No. 09470381 and registered Office: C/O Chater Allan LLP, 7 Quay Court Colliers Lane, Stow-Cum-Quy, Cambridge, CB25 9AU, UK.*