

EPTURA INTERNATIONAL LIMITED

MODERN SLAVERY STATEMENT

FINANCIAL YEAR ENDED DECEMBER 31, 2024

ABOUT EPTURA INTERNATIONAL LIMITED

Eptura International Limited forms part of the Eptura group of companies. Eptura was created in October 2022 following the merger of Condeco and iOffice + SpacelQ. Eptura is a global worktech company that provides software solutions for people, workplaces and assets to enable everyone to reach their full potential. With over 1,000 employees globally, and 16.3 million users across 115+ countries, we are trusted by more than 16,000 of the world's leading companies to realize a better future at work. You can find out more about Eptura at www.eptura.com

OUR COMMITMENT

At Eptura we are committed to ensuring that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking both in our own organisation and in our supply chain.

OUR BUSINESS

For the financial year ended December 31, 2024 our global turnover was in excess of £160 million with the turnover attributable to Eptura International Limited and its subsidiaries being far in excess of the threshold which requires a modern slavery statement to be provided.

Our business can be split into two key segments: (i) a Software-as-a-Service (“SaaS”) provider delivering software services via the internet; and (ii) providing hardware to enable the use of those software services.

Eptura is a US-headquartered business with the EMEA headquarters being in London, UK. Eptura International Limited is the ultimate parent company of our trading entities in Germany, France, Belgium and Singapore. Each of these trading entities has its own sales team. In addition, customer support and software development are carried out from our Indian subsidiary. Central functions (finance, operations, legal etc) are generally provided from the UK and/or US.

As a SaaS company, our business model does not carry with it a high level of slavery risk compared to businesses operating in other sectors such as manufacturing and retail. This statement covers those areas within our business supply chain which we have identified as presenting a potential slavery risk. We continue to focus on these areas to ensure we mitigate any associated risks to a reasonable level. We describe below the work we have undertaken so far to identify and act upon our supply chain risks.

There were no instances of slavery or human trafficking concerns raised to us during the financial year under review.

OUR SUPPLY CHAIN

For the financial year ended 31 December 2024, Eptura International Limited and its subsidiaries spent approximately £20m with third parties. 94% of this spend took place in the UK, USA, Europe and APAC with day-to-day suppliers, with the remaining 6% being paid to our hardware manufacturers – see below. All our spend commitments are made using written contracts and we do not pay cash for services. Our major suppliers are large multinational companies who have their own ethical standards of behaviour in place.

In 2024 we utilized Active PCB (a manufacturer in Reading, UK) as our hardware manufacturer. A small part of our manufacturing was carried out by DHL (in the UK) but this relationship has now ceased.

We have not identified any instances of modern slavery occurring in our supply chain. However, we recognise that there is no room for complacency and will continue to work to enhance our policies and procedures and measure awareness within our business.

OUR APPROACH

At Eptura we have several policies which together underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or any part of our business. These policies are under regular review and update; in the 2024 we continued to monitor compliance with our supplier code of conduct which, amongst other things, covers modern slavery risk.

In addition, we continuously monitor the Global Slavery Index and the reports of other multinational/global organisations leading the fight against modern slavery to ensure that we remain abreast of all developments and continue to align with our commitment to combat modern slavery.

PLANS FOR THE NEXT FINANCIAL YEAR

We believe that the best approach to combat the risk of modern slavery is continuous improvement and vigilance both within the Eptura group and between Eptura and our suppliers. In FY25 we will undertake continual reviews of our policies and procedures to ensure they remain up-to-date and sufficient for the purposes of combatting modern slavery.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ended December 31, 2024 and has been approved by the board of Eptura International Limited.



Kathie Jones
Director