

(FYE 19 November 2025)

KingdomCore Technologies Ltd

MODERN SLAVERY ACT STATEMENT

1. INTRODUCTION AND STATEMENT OF COMMITMENT

This voluntary Modern Slavery Act Statement is published by **Kingdomcore Technologies Ltd** (Company No. 16363490) in accordance with the principles and recommended reporting areas of the **UK Modern Slavery Act 2015 (MSA)**.

Although our organisation does **not meet the statutory turnover threshold** requiring a mandatory statement, we voluntarily publish this document to demonstrate our strong commitment to ethical operations, human rights, and responsible supply chain management.

Kingdomcore Technologies Ltd maintains a **zero-tolerance approach** toward all forms of modern slavery, forced labour, human trafficking, and exploitation. We are committed to conducting our business with integrity and ensuring that robust systems are in place to prevent modern slavery within both our operations and supply chain.

Our commitments include:

- Ensuring fair and ethical employment practices
- Conducting due-diligence checks on key suppliers
- Preventing exploitation in subcontracting and supply chains
- Maintaining transparent reporting mechanisms
- Conducting annual reviews of our policies and controls

2. ORGANISATION STRUCTURE AND SUPPLY CHAINS

KingdomCore Technologies LTD provides IT services, technical support, software development, and AI-based solutions. Our business operations are primarily desk-based and located in the United Kingdom.

- **Our Business:** Our critical business functions include IT service and infrastructure support, client helpdesk and ticketing, and software/AI solution development.
- **Supply Chain:** Our supply chain supports our core IT operations and is primarily structured around high-tier professional services (e.g., recruitment, cloud hosting, and data centre resilience through cloud providers) and the procurement of IT hardware.

We assess the risk of modern slavery within our direct workforce as **low**, given our industry and operational structure.

3. POLICIES IN RELATION TO SLAVERY AND HUMAN TRAFFICKING

We maintain and enforce several internal policies that reflect our commitment to ethical operation:

- **Anti-Slavery and Human Trafficking Policy (ASHT Policy):** This dedicated policy formally outlines our commitment to preventing modern slavery and applies to all employees, contractors, and suppliers.
- **Recruitment Policy:** Ensures all staff undergo eligibility-to-work checks to prevent illegal labour practices.
- **Whistleblowing Policy:** Provides a safe and confidential mechanism for all employees and contractors to report any suspected ethical malpractice, including concerns related to modern slavery.
- **Supplier Code of Conduct:** This document outlines the minimum standards required of all our suppliers, including mandatory compliance with all relevant laws regarding forced labour and fair employment practices.

4. DUE DILIGENCE AND RISK ASSESSMENT

Our due diligence processes are proportionate to our risk profile, which is continuously assessed and managed:

- **Risk Identification:** As an IT services provider, the risk in our direct operations is low. The highest potential risk area is in the deeper supply chain related to the **manufacturing of technology components** (Tier 2/3).
- **Risk Mitigation:** We mitigate this risk by selecting Tier 1 suppliers who are internationally recognised and subject to strict regulatory regimes. We perform due diligence checks on suppliers by reviewing their public commitments, including their own Modern Slavery Statements.
- **Contractual Controls:** Our standard contracts include specific anti-slavery clauses granting us the right to terminate the relationship immediately if a supplier is found to be in breach of the MSA.
- **Annual Review:** We conduct an annual policy review to ensure its relevance and effectiveness.

5. EFFECTIVENESS AND KEY PERFORMANCE INDICATORS (KPIs)

KPI	Target
Policy Compliance	100% of relevant staff must acknowledge and confirm understanding of the Anti-Slavery and Human Trafficking Policy.
Supplier Vetting	100% of new Tier 1 supplier contracts include a mandatory anti-slavery compliance clause.
Incident Reporting	Zero substantiated reports of modern slavery or human trafficking via any reporting mechanism.

6. TRAINING

We ensure employees and key stakeholders are aware of modern slavery risks and best practices:

- **Targeted Training:** The Director and staff involved in human resources and procurement undergo regular training on modern slavery risks, warning signs, and formal escalation procedures.
- **Employee Awareness:** All employees receive an introduction to the Anti-Slavery and Human Trafficking Policy during their induction.

7. Progress and Future Commitments

We continue to strengthen our controls through:

- Enhanced supplier monitoring processes
- Increased awareness training for employees
- Introduction of improved due-diligence questionnaires
- Annual updates to our Supplier Code of Conduct

8. APPROVAL

This statement has been approved by the Director of Kingdomcore Technologies Ltd.

Signed,

Vamsi Mohan Patibandla

Director, Kingdomcore Technologies Ltd

Date: 19 November 2025