

JOAN TECHNOLOGIES LTD – MODERN SLAVERY ACT STATEMENT

Purpose of the Statement

Modern Slavery encompasses forced labour, human trafficking, and related exploitative practices within the supply chain. This statement, made by Joan Technologies Ltd., complies with Section 54 (1) of the UK Modern Slavery Act 2015 and other applicable regulations for the financial year ending 31 March 2025. We are committed to human rights and have implemented processes to prevent modern slavery and human trafficking within our business and supply chain.

Our Business

Joan Technologies Ltd. provides comprehensive IT services tailored to enhance business performance. We empower clients with advanced **AI and machine learning solutions, cloud integration** for flexible growth, **cybersecurity protections**, and data insights that support strategic decision-making. Our services also include **IT consulting, managed IT services, application development, IT infrastructure design, and resource augmentation** to help businesses scale and stay agile in a competitive landscape. Our commitment to innovation, transparency, and sustainable practices underpins every project we undertake.

Our Supply Chain

Our supply chain includes three categories of suppliers:

1. **Suppliers of Personnel:** Contractors who work with us on specific projects or at our facilities.
2. **Suppliers of Services:** Partners providing essential services, such as catering and transportation.
3. **Suppliers of Products:** Vendors who supply necessary products like software, hardware, and office equipment.

Policies and Processes

Joan Technologies Ltd. operates according to a **Code of Conduct** and **Supplier Code of Conduct**, both aligned with our ethical standards to prevent forced labour, discrimination, and other unethical practices. We uphold a **Whistleblower Policy** for stakeholders to report concerns safely. Key actions include:

- Requiring suppliers to accept and follow our **Supplier Code of Conduct**.
- Integrating compliance requirements into supplier agreements, emphasising anti-slavery practices.

- Regularly auditing and assessing supplier practices to uphold compliance.
- Providing training on ethical standards for relevant employees and partners.

Training

To increase awareness of modern slavery risks, we conduct specialised training for our employees and suppliers, with a focus on human rights, fair practices, and anti-discrimination policies.

Assessing Modern Slavery Risks in Our Operations and Supply Chains

Although Joan Technologies Ltd. operates in an industry with low risk of modern slavery, we continually evaluate our operations and supply chains to mitigate any potential risks. Our internal processes, Supplier Code of Conduct, and ongoing supplier assessments help us meet these responsibilities.

Key Performance Indicators

We assess the effectiveness of our anti-slavery measures through indicators such as supplier compliance, audit outcomes, and issue resolution through our grievance mechanisms. Continuous improvement in employee and supplier awareness remains a priority.

Approval

This statement was approved by the Board of Directors of Joan Technologies Ltd. on 08/04/2024.

For Joan Technologies Ltd.

Mel Joan

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Director