Modern Slavery and Human Trafficking Report January 2026

Introduction

i10 is committed to ensuring that slavery and human trafficking are not taking place within our business or supply chains. This statement outlines the steps we have taken during the financial year to uphold this commitment.

Steps Taken to Ensure Slavery and Human Trafficking are Not Taking Place

In Our Supply Chains:

1. **Supplier Code of Conduct**: We have implemented a Code of Conduct that explicitly prohibits the use of forced, bonded, or involuntary labour, and requires ecosystem partners & suppliers to comply with all UK and international labour laws.
2. **Risk Assessment**: We have conducted a risk assessment of our supply chains to identify areas where there is a higher risk of slavery and human trafficking. This assessment informs our due diligence and monitoring/audit/assessment activities. We have mapped 100% of our Tier 1 suppliers and are actively mapping critical Tier 2 hardware providers to identify hidden risks.
3. **Supplier Audits and Assessments**: We conduct annual audits of our ecosystem partners and suppliers to ensure compliance with our Code of Conduct.
4. **Supplier Engagement**: We actively engage with our ecosystem partners & suppliers to communicate our expectations and to provide support for implementing best practices related to labour standards and human rights.

In Our Own Business:

1. **Internal Policies**: We have established robust internal policies, including our Human Rights Policy and Employee Code of Conduct, which prohibit any form of forced labour and outline procedures for reporting and addressing concerns.
2. **Employee Training**: All employees have received training on recognising and preventing modern slavery and human trafficking.
3. **Whistleblowing Mechanism**: We have established a confidential whistleblowing mechanism that allows employees and third parties to report any concerns related to slavery and human trafficking without fear of retaliation.
4. **Compliance Monitoring**: We have conducted regular internal audits to ensure compliance with our policies and procedures relating to labour standards and human rights.

Organisational Structure, Business, and Supply Chains

i10 is a UK-based organisation operating in the UK public sector. Our supply chains include ecosystem partners who provide digital, data and technology services and capabilities. We are committed to ethical business practices and have established robust Entry Criteria for our supply chain - only working with ecosystem partners who share our values and ethical working practices. These Entry Criteria align with Part 3 of the Government's Standard Selection Questionnaire.

Policies in Relation to Slavery and Human Trafficking
Our policies related to slavery and human trafficking include:

- Human Rights Policy
- Supplier Code of Conduct
- Employee Code of Conduct
- Whistleblowing Policy

Due Diligence Processes
Our due diligence processes include:

- Comprehensive risk assessments of ecosystem partners/suppliers
- Annual ecosystem partner/supplier audits and assessments
- Mandatory training for employees
- Continuous monitoring and reporting mechanisms

Risk Assessment and Management
Areas of higher risk in our business and supply chains are identified through our risk assessment processes. We have mapped 100% of our Tier 1 suppliers and are actively mapping critical Tier 2 hardware providers to identify hidden risks. We take steps to mitigate these risks by:

- Not allowing high-risk ecosystem partners/suppliers into our supply chain in the first place through specific Entry Criteria (align with Part 3 of the Government's Standard Selection Questionnaire).
- Working collaboratively with any existing ecosystem partners/suppliers to resolve identified issues by agreeing a Remediation Plan and supporting the supplier in improving standards, terminating only if the partner/supplier refuses to engage or improve
- Engaging in continuous dialogue with ecosystem partners/suppliers to promote best practices
- Implementing corrective action plans where necessary

Effectiveness and Performance Indicators
To measure our effectiveness, we track the following performance indicators:

- Number of supplier audits conducted
- Percentage of suppliers compliant with our Code of Conduct
- Number of employee training sessions held
- Incidents reported and resolved through our whistleblowing mechanism

Training for Staff
We provide comprehensive training on modern slavery and human trafficking for our staff, ensuring they are equipped to identify and address any related issues. Training includes:

- Recognising signs of modern slavery

- Understanding our policies and procedures
- Knowing how to report concerns

Latest KPIs & Reporting

- 4 supplier audits conducted in 2025, covering our most significant spend (over 75%) in our high-risk spend areas
- 100% of suppliers compliant with our Code of Conduct
- Training sessions held with 100% of our employees
- 0 incidents reported through our whistleblowing mechanism

Conclusion
i10 remains committed to preventing modern slavery and human trafficking within our business and supply chains. We will continue to review and improve our practices to ensure we uphold the highest standards of human rights and ethical conduct.

Date: 29th January 2026
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