



Bizzdesign

2024 MODERN SLAVERY STATEMENT

1. Structure

Bizzdesign Group Holding B.V. (Bizzdesign), together with all its subsidiaries and controlled entities, including its UK entities Bizzdesign UK Ltd. and Mega International Ltd., is committed to ethical business practices, the respectful treatment of workers, and safe working conditions, and actively opposes and works to prevent all forms of modern slavery across their operations and supply chains.

2. Our position

This statement is published in accordance with the UK Modern Slavery Act and represents Bizzdesign's first Modern Slavery Statement, as the organisation met the Act's turnover threshold for the first time in 2024. It covers the financial year from 1 January to 31 December 2024.

Modern slavery describes situations where coercion, threats, or deception are used to exploit individuals and undermine their freedom. While there is no single globally agreed definition, modern slavery is commonly understood to include practices that exploit people for personal or commercial gain.

We are committed to acting ethically and responsibly in our operations and business relationships and take a zero-tolerance approach to modern slavery and human trafficking.

3. What modern slavery can include

Modern slavery can take various forms, including:

- **Human trafficking:** the exploitation of people through forced prostitution, labour, marriage, criminal activities, or organ removal, often involving coercion or threats.
- **Slavery:** situations where powers attaching to the right of ownership are exercised over a person, including treating them as an object of purchase.
- **Servitude:** where a person is compelled to provide labour or services and does not consider themselves free to stop or leave due to coercion, threats, or deception.
- **Forced labour:** work or services carried out against a person's will or under threat of punishment.
- **Child labour:** the exploitation of individuals under the age of 18 in work that is harmful to their development, dignity, or wellbeing.
- There is no typical victim of modern slavery. Some individuals may not realise that they are being exploited or that they are entitled to help and support.

4. Supply chains and risk awareness

Our supply chains primarily consist of technology and professional service providers, including cloud hosting providers, software vendors, and consultancy partners. Some suppliers operate outside the UK and the European Union.

Given the nature of our business, we assess the overall risk of modern slavery in our direct operations as low. However, we recognise that risks may still arise within global and extended supply chains, and we remain alert to these risks.

5. Awareness and indicators

Certain indicators may suggest that a person is at risk of modern slavery or human trafficking, including where an individual:

- Is not in possession of their own passport, identification, travel, or immigration documents
- Is recruited through labour brokers or recruiters who do not comply with local labour laws
- Is unable to speak freely or allows others to speak on their behalf
- Appears withdrawn, fearful, or under unusual control
- Is charged recruitment or employment-related fees
- Has restricted contact with friends or family
- Has limited interaction outside their immediate working or living environment
- Is not provided with a clear employment contract or employment documentation in a language they understand
- May not be able to exercise his/her freedom of association, including the right to collective bargaining.

This list is not exhaustive and is provided for awareness purposes only.

6. Our expectations

We expect our employees and the third parties we work with, including contractors, suppliers, agents, distributors, and partners to act ethically, comply with applicable labour and employment laws, and respect fundamental human rights.

We do not knowingly engage in or support practices associated with modern slavery and expect concerns to be raised and addressed appropriately should they arise.

7. Managing and mitigation risk

To manage potential modern slavery risks in a proportionate manner, we:

- Consider modern slavery risks when engaging suppliers and partners
- Expect compliance with applicable laws and ethical standards
- Reserve the right to review or terminate relationships where serious concerns arise
- Provide relevant training and awareness to employees to help identify and address potential modern slavery risks

In addition, employees, contractors, and third parties are encouraged to raise concerns about potential modern slavery or unethical behaviour connected to our business through appropriate internal reporting or whistleblowing channels. All concerns are taken seriously and addressed responsibly.

8. Ongoing review

We recognise that managing modern slavery risk is an ongoing process. This policy will be reviewed and updated periodically to reflect changes in our business, supply chain, or relevant applicable law.

A handwritten signature in blue ink, appearing to read 'Bert van der Zwan'.

Bert van der Zwan – CEO

Bizzdesign Group Holding B.V.

July 1st, 2025

