

Modern Slavery and Human Trafficking Policy (Public Summary)

Transoft Solutions Group

Transoft Solutions is committed to preventing modern slavery, human trafficking, and forced labour across our global operations and supply chain. We act ethically, transparently, and with integrity in all business activities and expect the same high standards from everyone we work with.

Our Commitment

- We uphold international human rights principles and comply with all relevant laws, including the **Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act** (“Canadian legislation”) and the **UK Modern Slavery Act 2015** (“UK legislation”).
 - We take a zero-tolerance approach to any form of labour exploitation.
 - This commitment applies to all Transoft employees, contractors, suppliers, and partners worldwide.
-

Our Supply Chain

Transoft provides specialised software solutions and professional services to the transportation and infrastructure sectors. Our supply chain largely consists of skilled professional service providers and technology vendors, resulting in a **low overall risk** of modern slavery.

We continue to monitor our suppliers and maintain responsible sourcing practices.

What We Do to Prevent Modern Slavery

We take practical steps to reduce risks across our operations:

- Conduct risk-based assessments of suppliers and regions
- Include contractual obligations requiring compliance with anti-slavery laws
- Review suppliers periodically
- Investigate any concerns raised and take action where needed

We publish an annual report on steps taken during the previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by Transoft, or of goods imported into Canada, as required by Canadian legislation, and an **annual Modern Slavery Statement**, as required by UK legislation.

Speaking Up and Reporting Concerns

We encourage anyone—employees, contractors, or suppliers—to report concerns about potential modern slavery.

Reports can be made confidentially, and **no one will face retaliation** for raising concerns in good faith.

Training and Awareness

We provide training to help employees:

- Recognise indicators of modern slavery
- Understand their responsibilities
- Know how to report concerns

Teams involved in procurement and supplier management receive enhanced training.

If We Identify an Issue

If modern slavery is found in our operations or supply chain, we will:

- Act immediately to protect affected individuals
 - Work with suppliers to remediate issues where appropriate
 - Involve law enforcement or external agencies if necessary
 - End relationships with suppliers who fail to address concerns
-

Governance and Review

This Policy is reviewed annually. Transsoft and the UK entities also obtain Board approval for the annual report and annual Modern Slavery Statement.

- --- **This is a summary of Transsoft's approach to preventing modern slavery and human trafficking. Our full global policy and annual report and UK statement are available upon request or on our website where legally required.**