

Cerillion Plc

Statement Against Modern Slavery 2025

Introduction

Cerillion and its subsidiaries are committed to treating all employees and workers with respect and dignity, ensuring they can exercise their human rights and have safe working conditions.

This Statement is made by Cerillion Plc on behalf of itself and its subsidiaries (together, "**Cerillion**") and explains how Cerillion complied with its obligations under the UK's Modern Slavery Act during the financial year 2025 (1 October 2024 to 30 September 2025).

Cerillion is committed to playing its part to help combat and prevent slavery and human trafficking, as detailed below. Cerillion is also committed to ensuring its internal processes enable both our organisation and supply chains to be free from slavery or human trafficking, including forced labour and child labour.

Cerillion Structure, Business Operations

Cerillion was founded in October 1999 following the management buyout of the in-house Customer Care and Billing product division of Logica. Cerillion became a public company by listing on the AIM market on 18 March 2016 and is subject to the UK City Code on Takeovers.

Cerillion Plc is the parent company and has one wholly owned subsidiary; Cerillion Technology Limited ("**CTL**") with its registered office at 25 Bedford Street, London WC2E 9ES, United Kingdom, and this Statement is made on behalf of Cerillion Plc and CTL.

CTL meets the reporting requirements contained in the UK Modern Slavery Act.

CTL is the main operating company. This Statement also covers CTL's subsidiary companies: Cerillion Technologies India Private Limited ("**CTL India**"), Cerillion Technologies EOOD in Bulgaria ("**CTL Bulgaria**"), Cerillion Inc in the USA, Cerillion Technologies PTE. LTD. in Singapore and Cerillion Technologies Ltd SPC in Oman.

CTL India and CTL Bulgaria employ skilled staff to provide software support services and critical fixes to issues arising in our software to customers around the clock, as well as assisting in software implementation.

CTL also has a presence in Australia, Portugal, Belgium and Malta.

CTL is a provider of software solutions focusing mainly on providing billing, charging and customer management systems to B2B customers across the world. CTL now delivers a broad range of cloud solutions (SaaS), managed services and on-premise enterprise software. CTL currently has c. 70 customer installations in c. 45 countries.

As of, 1 January 2026, CTL employed 376 employees, of which 115 are based across the United Kingdom, 222 are based across India and 34 are based across Bulgaria. The remaining employees are based in other countries.

Risks of Modern Slavery Practices in Our Business Operations and Supply Chain

Business Operations

Cerillion considers the risk of modern slavery in its business operations to be low.

1. Recruitment

We are committed to ensuring that we and any external recruitment agencies we use have clear and fair recruitment policies and procedures and that no one has to pay directly or indirectly any fees to work for us.

As an inclusive employer we ensure that we treat all those working for us fairly.

1.1 Using agencies

- (a) Our Human Resources department only uses agreed, specified, reputable recruitment agencies with whom we have a written contract in place.
- (b) To ensure the potential for slavery and human trafficking is reduced as far as possible, we thoroughly check recruitment agencies before adding them to our list of approved agencies. This includes:
 - (i) extensive interviews with the agency to understand their work ethics and policies in place;
 - (ii) conducting background checks; and
 - (iii) investigating reputation such as reviews and case studies.
- (c) We keep agents on the list under regular review, at least every 12 months.

1.2 General recruitment

The Cerillion Human Resource department comprises of a small team, and they play a very hands-on role in the hiring process from start to finish.

- (a) We always ensure that prior to starting work, all staff have a written contract of employment describing their work, in an appropriate language, and that they have not had to pay any direct or indirect fees to obtain work.
- (b) We are committed to only hiring employees that are authorised to work in accordance with applicable employment laws in the country in which they are located, including immigration and working age requirements, and we have processes in place to mitigate risks of non-compliance.
- (c) We check the names and addresses of our staff and their right to work.
- (d) We provide information to all new recruits on their statutory rights including sick pay, holiday pay and any other benefits they may be entitled to.

- (e) All new recruits (included those employed via an agency) go through an onboarding programme to ensure they are aware of our strategy, vision, values, policies and procedures.

Given that the majority of our employees are skilled professionals, we believe that the risk of modern slavery practices and the vulnerability of our workforce is low.

Furthermore, we have systems and processes in place to track working hours. Despite this diminished risk, we are committed to respecting human rights in our workplace and have a number of internal policies and processes in place to promote a safe, diverse and inclusive workplace, including, but not limited to, Cerillion's Discrimination, Harassment and Bullying Policies, our codes on behaviour and ethics standards, our whistleblowing and speak-up arrangements, our recruitment and onboarding procedures and supplier standards and contracting processes.

Oversight of Cerillion's approach to modern slavery risk management is owned by the Legal function, working with Human Resources, with periodic reporting to the Board of Cerillion Plc.

2. Training

Cerillion delivers training for all its employees on a range of compliance issues and proactively encourages growth and self-skills development. Training is compulsory for both existing and new employees. Given the low level of risk in its supply chain and recruitment process, training specific to modern slavery, including forced and child labour, has not been implemented for the 2025 financial year. Cerillion intends to keep under review whether such training will be required for employees in the future.

Supply Chain

Cerillion is a provider of software solutions and as such our supply chain is limited to procuring hardware and complementary software (on occasion) from globally recognised and reputable third-party providers. Cerillion does not manufacture technology hardware. We assess the risk of modern slavery occurring within our supply chain to be low; however, we apply proportionate due diligence to suppliers, including (where appropriate) supplier onboarding questionnaires and contractual commitments to comply with applicable modern slavery laws.

In coming to this assessment, Cerillion has considered the nature of its supply chain, their legal obligations and compliance, the characteristics of our supplier's business and our engagement with our suppliers.

Although Cerillion has no reason to believe that there is a high risk of modern slavery and human trafficking, including forced and child labour, within its business's supply chain, Cerillion does expect that its suppliers and other third parties providing goods or services to Cerillion to comply with all applicable modern slavery and human trafficking laws and to have appropriate policies and procedures to prevent forced labour, bonded labour, involuntary prison labour and child labour in their operations and supply chains. Cerillion's supplier contracts require suppliers to comply with these obligations, to notify Cerillion promptly of any actual or suspected breach, and to cooperate with reasonable requests for information and any investigations relating to modern slavery or human trafficking. Where Cerillion identifies non-compliance, it may require the supplier to implement a remediation plan within an agreed timeframe and may suspend performance and/or terminate the relevant contract or engagement in accordance with its terms.

Over the next reporting period, Cerillion will continue to review and update its supplier due diligence approach, including refreshing supplier information where appropriate and documenting any enhanced checks undertaken.

Conclusion

Cerillion is committed to its responsibility to respect human rights across all its business operations. It will continue to assess the effectiveness of its approach to preventing modern slavery and human trafficking. During the reporting period, Cerillion will monitor a range of effectiveness measures (KPIs), which may include: (i) supplier due diligence and risk assessment activities; (ii) the extent to which supplier agreements incorporate appropriate modern slavery and human trafficking provisions; (iii) concerns raised through available reporting channels, together with the status of any related investigations and remediation actions; and (iv) where applicable, the delivery and completion of training for employees in targeted roles.

For purposes of compliance with the Modern Slavery Act, this Statement was prepared after consultation with CTL. The consultation involved requests for information and discussions across the legal, procurement, finance and the human resources teams in CTL.

This Statement was reviewed and approved by the Board of Cerillion Plc on behalf of itself and its subsidiaries and is signed by an authorised Director.

This Statement will be published on Cerillion's website with a prominent link from the homepage and will be accessible at <https://www.cerillion.com>.

Date:



Louis Hall: Chief Executive Officer