

MODERN SLAVERY STATEMENT

NATURE AND PURPOSE OF THIS STATEMENT

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

This Annual Modern Slavery Statement is issued by Acora Limited ("**Acora**") in accordance with the Modern Slavery Act 2015 and Acora's own Modern Slavery Policy.

ORGANISATION

Acora is a UK based IT services and technology company, providing a range of IT support and Microsoft-centric, business software and cloud solutions to help mid-market organisations modernise their IT.

POLICIES

Acora as a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or our supply chain. This approach is set out in Acora's Modern Slavery Policy and supplemented by other key company policies and procedures, including those covering recruitment, pre-employment screening, supplier approval and management, anti-bribery and whistleblowing.

SUPPLY CHAIN

We expect our suppliers and potential suppliers to aim for high ethical standards and to operate in an ethical, legally-compliant and professional manner and also expect our suppliers to promote similar standards in their own supply chain. All suppliers to Acora are subject to our supplier approval and ongoing management policy.

DUE DILIGENCE, RISK ASSESSMENT AND MANAGEMENT

Acora's recruitment policies are designed to ensure that all relevant legal requirements are adhered to and that potential employees right to work, past work history and identities have been properly established and evidenced.

Acora's supplier approval and management policy and procedures ensure that all new suppliers are evaluated on a range of measures before being approved as an Acora supplier. In addition, all existing approved suppliers on a regular basis, identify and monitoring any risks, in accordance with the supplier approval and management policy

All of Acora's business operations are underpinned by an employee whistleblowing policy, that encourages the reporting of employee concerns and protects those who raise such concerns.

TRAINING

Training on this Policy, and on the risk Acora's business may face from modern slavery, including those relating to its supply chain, will be given where appropriate.

Acora's zero-tolerance approach to modern slavery is communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

ANNUAL REVIEW

Acora reviews its compliance with its Modern Slavery Policy at the end of each financial year, will take any necessary remedial action resulting from such review and this formal Modern Slavery Statement issued following that review.

This Modern Slavery Statement is issued following the review for the financial year ending 31st December 2024.

SIGNED : 
FOR AND ON BEHALF OF ACORA LIMITED

POSITION: CFO

DATE: 1st November 2023