



## **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

**Financial Year 2024**

### **Foreword**

This Statement is made by IQGeo Group Limited (“IQGeo” or the “Company”), a company registered in England and Wales (Company number 05589712, registered as IQGeo Group PLC until 7<sup>th</sup> October 2024), headquartered in Cambridge, Cambridgeshire, UK.

The Company made this Statement in accordance with the UK Modern Slavery Act 2015 for the Financial Year ending 31<sup>st</sup> December 2024 (“FY 2024”). The Statement is made on behalf of the Company and its subsidiaries (collectively the “Group”), including but not limited to IQGeo UK Limited, a company registered in England and Wales (Company number 11559043) and the sole UK subsidiary of the Company at the time of publishing this Statement.

This Statement summarises IQGeo’s current approach to Modern Slavery and the next steps IQGeo plans to take in the future in addressing the risk of modern slavery in our business and supply chain.

IQGeo acknowledges that eradicating slavery, human trafficking, servitude and forced labour (altogether “Modern Slavery”) presents a global challenge for governments and businesses. As a Group for which having a strong sense of ethics is part of our culture, we at IQGeo recognize our responsibility to be aware of the risks of Modern Slavery within both our organisations and our supply chain and to do our utmost to help make Modern Slavery a thing of the past.

### **Our Business and Supply Chain**

Telecommunication, fibre, and utility operators are “Building Better Networks” with IQGeo’s award-winning geospatial network management software. The combination of flexible network modelling that is used to create dynamic actionable tasks, and native mobility that bridges the gap between the office and the field, enables broadband and utility operators to build the networks of the future.

IQGeo’s technology vision is helping telecom and fibre operators deliver digital equity and empowering utilities to achieve a cleaner energy future. Our Integrated Network and Adaptive Grid solutions drive process efficiency across the lifecycle from planning and design, to construction, operations, monetization, and outage response. Large multinationals and smaller regional operators around the world trust IQGeo to deliver the digital innovation they need to modernize and accelerate their workflows, increase network resilience, improve operational safety, and deliver ROI.

As a Group developing and supplying software and services, IQGeo does not engage in any manufacturing either directly or through its supply chain, thereby substantially reducing our risk of exposure to Modern Slavery. The supply chain of the Group primarily consists in sourcing professional services providers (mostly contractors) and partnering with technology providers such as Amazon Web Services.

Collectively as at 31<sup>st</sup> December 2024, IQGeo had a global talent force of 281 employees working in 7 countries, of which 75 worked in the United Kingdom. The Group’s global revenue was £50.3 million, of which £1.4 million came from the UK. IQGeo’s team operates and conducts business in over 35 countries and source mostly services from c. 400 suppliers worldwide.

For more information about IQGeo and our business, please see our website and financials, including our Annual Reports.

## **Our Governance and Policies Related to Modern Slavery Risks**

At the time of publishing of this Statement, IQGeo has issued the following statements and policies touching on human rights and labour issues that encapsulate our commitment to eradicating Modern Slavery:

- Corporate Social Responsibility Policy
- Whistleblowing Policy

## **Our Risk Assessment, Due Diligence, Contracting & Certification, Auditing, and Training**

At the time when IQGeo falls into scope of the Modern Slavery Act 2015, we have assessed that our risk of exposure to Modern Slavery is low given IQGeo's business model, our internal human resource policies and our low reliance on external purchases and our supply chain.

As a result, IQGeo currently have few processes in place to assess, identify and manage the risks the Group is exposed to through our external stakeholders.

Where IQGeo sources suppliers of services, the Group engages with them under a direct contract with a group company, and these suppliers of services are required to adhere to the same high standards of ethics as the Group's employees.

As part of our supplier evaluation and onboarding process, IQGeo conducts due diligence of suppliers based on international indices, media searches and other indicators of supplier risk. IQGeo also demands from prospective suppliers to commit to high ethical standards. IQGeo's standard contracts with suppliers also stipulate that suppliers will comply with all applicable laws, rules and regulations.

## **Our Next Steps**

As IQGeo continues to grow and conduct business in many countries, our supply chain is becoming more complex. Furthermore, the Group announced on 23<sup>rd</sup> January 2025 the launch of our new Certified Implementation Partner Program. As part of that development, the Group intends to reinforce our policies and vendor monitoring processes to ensure that we identify unethical behaviours and develop an improved understanding of our high-risk areas.

As part of our commitment to combating Modern Slavery, in Financial Year 2025, IQGeo will be robustly reviewing our key policies, procedures, and contractual terms as they relate to human rights and Modern Slavery, including issuing a policy specifically addressing the matter.

The Group is currently undertaking a review of our Suppliers and Partners Onboarding process and will implement a more comprehensive vetting procedure as well as annual reviews of our vendors.

Additionally, IQGeo will aim to develop training for relevant employees, as well as aim to introduce reporting requirements for applicable Group employees, suppliers, and stakeholders.

## **Acknowledgement**

The Board of Directors of IQGeo Group Limited approved this Statement on behalf of all Group Companies on June 30, 2025.



Claire Clarson  
Director