

UK Modern Slavery Act Transparency Statement

Iptor Supply Chain Systems AB (company number: 556198-7289) and Iptor Supply Chain Systems UK Limited (company number: 02670201) (the "Companies")

Background to the Iptor organization

The Iptor group ("Iptor") is a multi-national technology services and infrastructure provider that helps international clients solve their challenges across 20 countries. Iptor's clients are medium-sized and larger organizations that require a capable and trusted partner to solve challenging IT technical processes and cost concerns efficiently.

Iptor Supply Chain Systems AB is a holding company for the Iptor affiliates in various countries.

Iptor Supply Chain Systems UK Limited is an affiliate of Iptor Supply Chain Systems AB and the main UK operating company which employs approximately 20 staff in the UK and thereby required to produce a modern slavery transparency statement.

Commitment to Combating Modern Slavery

Iptor recognizes that slavery and human trafficking are serious crimes which all of us have a responsibility to combat. It welcomes the UK Modern Slavery Act 2015 and is committed to ensuring that slavery and human trafficking do not occur in its own organization or supply chains.

The management of the Companies seeks to make yearly improvements on the steps the Companies are taking to combat modern slavery and human trafficking in the organization.

Steps taken to ensure slavery and human trafficking is not occurring within Iptor's organization

- Iptor checks that its employees have the right to work in the UK upon commencement of their employment.
- All employees are paid at least the applicable local minimum wage.
- All employees have an employment contract, which sets out their salary, main place of work, working hours and notice period.
- Employees are free to hand in their notice to leave the employment of the company for any reason.
- Iptor does not keep its employees' original documentation such as passports, ID cards or driving licenses.

Steps taken to ensure slavery and human trafficking is not occurring within Iptor's supply chain

- Most of Iptor's suppliers sign its standard terms and conditions for suppliers, which state that suppliers must comply with all applicable laws.
- For such suppliers who do not sign Iptor's standard terms and conditions, we endeavor to ensure that the Modern Slavery Act obligations are reflected in the contract we do sign.

Anti-Bribery and Corruption Policy

Iptor has policies to support and reinforce its commitment to ensuring there is no modern slavery or human trafficking in its supply chains.

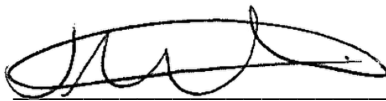
- Iptor's anti-bribery and corruption statement defines corruption as "the misuse of public office or power for private gain; or misuse of private power in relation to business outside the realm of government." The statement encourages employees to take steps to decrease the risk of Iptor

being complicit in misuse of power, such as completing risk assessments, maintaining accurate records and putting in place effective monitoring and internal controls.

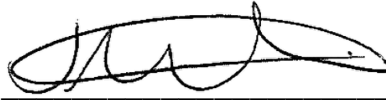
Management Approval

This Statement has been reviewed and approved by the management of Iptor Supply Chain Systems AB (company number: 556198-7289) and Iptor Supply Chain Systems UK Limited (company number: 02670201) on June 2nd 2020.

Signed date: 2nd June 2020

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Iptor Supply Chain Systems AB
Jayne Archbold
Managing Director

A handwritten signature in black ink, appearing to be "Jayne Archbold", written over a horizontal line.

Iptor Supply Chain Systems UK Ltd.
Jayne Archbold
Director