



MODERN SLAVERY ACT TRANSPARENCY STATEMENT
for the financial year ending 30th September 2025

Overview

Sabio Ltd and its group of companies (“**Sabio**”) takes combatting slavery and human trafficking seriously. It continues to be a priority for Sabio to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain.

1. Who we are

Sabio is a contact centre technology and customer experience specialist. We provide solutions which include technology developed by Sabio as well as by established and reputable, global vendors in conjunction with Sabio’s business consulting, systems integration, training, professional and managed services.

Sabio’s head office is in London and our parent company is Wisdom Topco Limited, a company registered in Jersey. We have over 650 employees worldwide and operate in 17 countries in the EMEA and APAC regions.

Sabio is committed to improving its practices to combat slavery and human trafficking in its business and supply chain. Sabio has put in place policies and training to support this endeavour.

Sabio has a global annual turnover of £114 million.

2. Organisation and supply chain structure

Our supply chain includes:

- manufacturers and resellers of hardware and software;
- IT and telecommunications service providers; and
- suppliers of other goods and services to Sabio for our own use.

3. Our policies on slavery and human trafficking

We aim to have appropriate policies in place that underpin our commitment to aim to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update all our policies.

Our Anti-slavery Policy, which we continuously review and update, reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and



enforcing effective systems and controls aiming to ensure slavery and human trafficking is not taking place in our supply chains. The policy ensures that our employees understand their responsibility for prevention, detection and reporting of slavery and human trafficking. We require all staff to comply with this policy and to promote our zero-tolerance approach to slavery and human trafficking to suppliers.

The policy is available here: <https://sabiogroup.com/legal/>

We also have the following policies in place relevant to preserving human dignity and preventing modern slavery:

- Sabio Code of Conduct;
- Public Interest Disclosure (Whistle Blowing) Policy;
- Equality, Diversity and Inclusion Policy;
- Dignity at Work Policy.

4. Supplier adherence to our values and ethics

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values and ethics, we require suppliers to complete on-boarding due diligence questionnaires regarding their practices and confirming willingness to comply with our own policies and procedures.

During FY25 Sabio strengthened its due diligence processes, creating a committee responsible for the management of supplier due onboarding, review and diligencing. Key functions of the organisation are represented at a senior level, across all regions.

Sabio also has a dedicated ESG steering committee which consists of representatives from across the organisation and regions in which we operate. This committee works to improve Sabio's ESG and compliance practices, which includes keeping the effectiveness of our anti-slavery measures under review.

5. Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide annual training to our staff.

Additional training, relating to supplier due diligence, will be offered to individuals in supply-chain facing roles during the coming financial year.

6. Effectiveness of anti-slavery measures



The effectiveness of our anti-slavery measures is kept under review, as set out in this statement. We are committed to reviewing the measures taken each year and to implementing any necessary improvements identified.

7. Conclusion

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Sabio's slavery and human trafficking statement for the financial year ending 30 September 2025.

This statement has been approved by the Board of Directors of Sabio Ltd.

Darren Hayward

Chief Financial Officer – Sabio Group