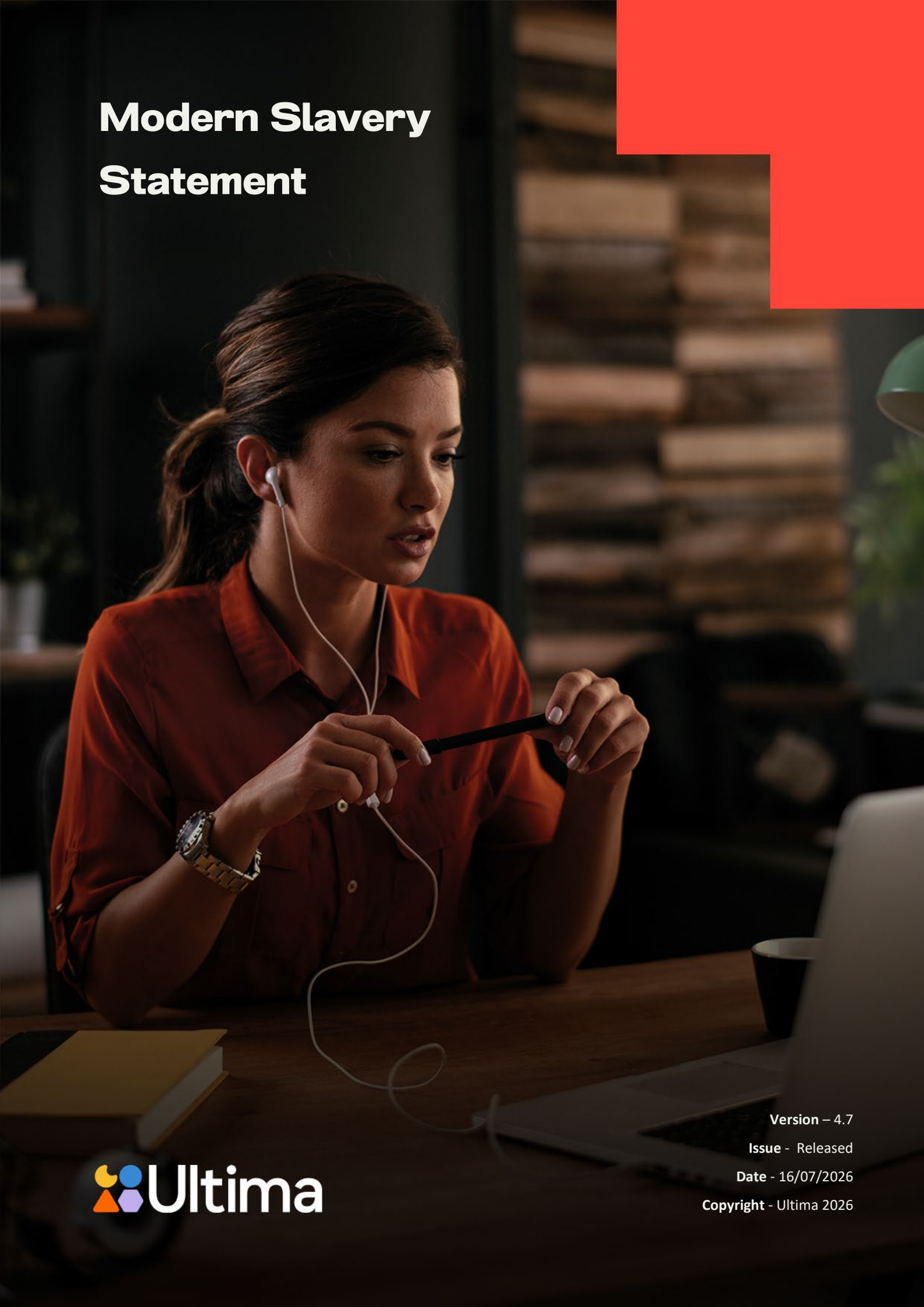
Modern Slavery Statement



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Ultima

1.0 Modern Slavery Statement

Statement pursuant to the United Kingdom Modern Slavery Act 2015, chapter 30, part 6, provision 54

Pursuant to the United Kingdom Modern Slavery Act 2015, chapter 30, part 6, provision 54, Ultima Business Solutions Limited ("Ultima") states the actions taken during our previous financial year to identify and minimise the risk of any forms of modern slavery and human trafficking, within our business and supply chain.

2.0 Risk Analysis

The Ultima Risk Management Policy Statement defines how all business risks are identified, assessed, and effectively managed to ensure the continued success of our business.
Ultima has identified a potential risk of slavery and human trafficking within our wider supply chain. Whilst we purchase most of our supplies directly from UK distributors and UK services partners, our wider supply chain includes a small number of IT equipment manufacturing organisations (vendors) that are based in countries with poor human rights records and where there are large numbers of modern slavery victims. These organisations are mainly based in China and Malaysia. Fortunately, the risk of modern slavery and human trafficking within the IT industry is low world-wide.
The Ultima Risk Register includes this supply chain risk. This is regularly reviewed by the Senior Management Team, to check that the risk reduction controls are working effectively and to determine whether any risk reduction action plans are required.

3.0 Supplier Due Diligence

We work with partners through both direct and indirect channels who must comply with our Supplier Charter and undergo our rigorous due diligence assessment, to ensure that they are recruiting in line with our policies, values and focus on driving inclusive resourcing practices. As a minimum, we expect both ourselves and our suppliers to comply with all applicable local laws and regulations, providing safe working conditions, treating workers with dignity and respect, acting fairly and ethically, and using environmentally responsible practices where practicable.
In support of our commitment to driving sustainability and diversity within our supply chain, Ultima is developing our ongoing supplier monitoring and due diligence process, and we will look to explore engaging with independent ratings bodies to help us assess our supply chain.

4.0 Policy Enforcement

Ultima requires all suppliers to comply with both our Supplier Charter and our Procurement Policy which sets out how we engage with our supply chain and the ethical performance standards we expect as a minimum.
These polices, as well as our contractual terms and conditions, that govern our relationships with suppliers explicitly prohibit the use of forced and child labour. As part of our further commitment to the eradication of all forms of slavery, Ultima will be further engaging with our suppliers, specifically with any who have been highlighted as a potentially high-risk, to perform audits, and gain a better understanding of the prevention measures they have in place.

5.0 Staff Training

All of Ultima's staff who are responsible for engaging with, and on-boarding suppliers have been briefed on the provisions of the Modern Slavery Act, and the polices and processes we have in place. Further updates to the training will be provided on an annual basis.

6.0 Whistleblowing & Reporting

We encourage our employees, suppliers, sub-contractors, and business partners to speak up about any concerns regarding human rights, modern slavery or human trafficking in our operations or supply chain.
Anyone who discovers any alleged or potential wrongdoing can report the details of it without being subjected to any disadvantageous treatment, by contacting: people.talent@ultima.com.
Ultima is committed to investigating all the reported matters in an appropriately robust and timely manner.

7.0 Governance

Our commitment to human rights and the eradication of modern slavery is overseen by our senior leadership team. Ultima's leadership team consists of functional heads, and directors who are entirely accountable for their respective functions, including responsible business, people, and procurement.
Overall accountability is held by our Responsible Business Committee, chaired by our Chief Commercial Officer, Stuart Daley.

This statement has been approved by the Executive Board of Ultima.

Jamie Beaumont, Chief Financial Officer
Ultima Business Solutions Limited

Date: 16/07/2026