

Modern Slavery and Human Trafficking Statement

1. Introduction

This statement outlines the steps taken by Vistatec Limited (the “Company”) to prevent modern slavery, forced labour, child labour, and human trafficking within its business operations and supply chains during the financial year ended 30 June 2026.

This statement is published in accordance with:

- Section 54 of the **UK Modern Slavery Act 2015**
- The **Fighting Against Forced Labour and Child Labour in Supply Chains Act (Bill S-211)** in Canada
- The **Australian Modern Slavery Act 2018 (Cth)**

Vistatec Limited is an Irish company incorporated in Ireland, with its principal place of business at The Eight Building, Newmarket, Dublin 8. The Company does not have offices, employees, or operational facilities in the United Kingdom, Canada, or Australia, but provides services to customers located in these jurisdictions through cross-border service delivery.

2. Our Business and Supply Chains

Vistatec is a professional services provider specialising in global content solutions, including translation and localisation, linguistic quality management, and associated project and technology services.

Our services are delivered through:

- Direct employees based in Ireland, the European Union, and Latin America
- Independent in-country translation agencies, freelance linguists, and language specialists
- Third-party software and language-technology providers

Our supply chain is primarily digital, knowledge-based, and service-oriented, with no reliance on manufacturing, physical goods, or labour-intensive onsite operations.

Think Global

Vistatec Ltd, The Eight Building, 8 Newmarket Square, Dublin 8, D08 T2TX, Ireland.

T +353 1 416 8000 E info@vistatec.com W www.vistatec.com

3. Policies and Ethical Commitments

The Company is committed to operating ethically, lawfully, and in a manner that respects internationally recognised human rights standards, including those referenced by the UK, Canadian, and Australian modern slavery frameworks.

Vistatec maintains a zero-tolerance approach to all forms of:

- Forced or compulsory labour
- Human trafficking
- Child labour

These commitments are supported through:

- The Company's Code of Conduct and Corporate Social Responsibility Policy
- Contractual terms requiring lawful, voluntary, and fairly remunerated engagement
- Supplier and freelancer onboarding requirements aligned with applicable legal standards
- Clear expectations of ethical labour practices across all working relationships

4. Risk Assessment and Due Diligence

The Company has assessed the risk of modern slavery, forced labour, or child labour within its operations and supply chains. Based on the nature of its business and delivery model, this risk is considered low.

Key factors include:

- Services are professional, remote, and skills-based
- Engagements are voluntary and governed by contractual arrangements
- No use of high-risk labour sectors, manufacturing, or physical supply chains

As part of our due diligence processes, we:

- Engage with established and reputable suppliers and service providers
- Onboard freelancers and suppliers through structured processes confirming identity, contractual terms, and lawful working arrangements
- Retain the right to suspend or terminate relationships where ethical, legal, or human rights concerns are identified

Think Global

Vistatec Ltd, The Eight Building, 8 Newmarket Square, Dublin 8, D08 T2TX, Ireland.

T +353 1 416 8000 E info@vistatec.com W www.vistatec.com

5. Training and Awareness

Given the Company's low-risk profile, Vistatec does not currently operate a standalone modern slavery training programme. However:

- Senior leadership is aware of and accountable for obligations under applicable modern slavery legislation
- Ethical business conduct and respect for human rights are embedded within existing governance, compliance, and risk-management frameworks
- Management oversight includes responsibility for supplier and freelancer engagement practices

The Company keeps this approach under periodic review and will enhance training and awareness measures should its risk profile or regulatory expectations change.

6. Monitoring and Continuous Improvement

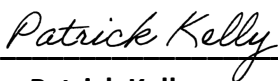
The Company recognises that preventing modern slavery and forced labour is an ongoing responsibility. We are committed to continuous improvement and will:

- Review and update this statement annually
- Monitor changes to our business activities, supplier base, and geographic footprint
- Enhance policies, procedures, and due diligence measures where appropriate
- Respond to evolving legal and regulatory expectations in the UK, Canada, Australia, and other relevant jurisdictions

7. Approval

This statement was approved by the **Board of Directors of Vistatec Limited** on **30 June 2026**.

Signed:



Name: **Patrick Kelly**

Title: **Chief Commercial Officer**

For and on behalf of **Vistatec Limited**

Think Global

Vistatec Ltd, The Eight Building, 8 Newmarket Square, Dublin 8, D08 T2TX, Ireland.

T +353 1 416 8000 E info@vistatec.com W www.vistatec.com