



ZIPPORAH

Zipporah

Slavery and Human Trafficking Statement

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Zipporah Ltd.

Modern Slavery & Human Trafficking Statement

(Prepared in accordance with Section 54 of the UK Modern Slavery Act 2015)

Organisation name: Zipporah Ltd.

Company registration number: 4826999

Date of statement: June 2025 (Financial year covered: 1 Jan 2024 – 31 December 2024)

Approved by: Board of Directors

Contact for queries: info@zipporah.co.uk

1. Introduction and commitment

Zipporah Ltd. is committed to ensuring that modern slavery and human trafficking have no place in our business or supply chains. We are dedicated to upholding the highest ethical standards and take active steps to prevent exploitation, in line with the Modern Slavery Act 2015.

2. Our organisation and supply chains

Zipporah is a UK-based provider of software solutions and digital services, with clients across the UK public and private sector. We employ people in professional, technical, and office-based roles.

Our supply chain primarily consists of:

- **IT and cloud service providers (hardware, hosting, software licences)**
- **Professional services (legal, consultancy, auditing)**
- **Facilities and office services (cleaning, maintenance, equipment suppliers)**

We recognise that while our supply chain is relatively low-risk, certain categories — such as IT hardware manufacturing — can present higher risks due to international supply chains and labour practices.

3. Policies in relation to modern slavery

We have adopted the following policies to mitigate modern slavery risks:

- **Modern Slavery Policy (applies to all employees and suppliers)**
- **Supplier Code of Conduct (includes human rights, working conditions, and zero tolerance for forced labour)**
- **Whistleblowing Policy (secure and confidential reporting channels) into our contracts**
- **Procurement Policy (embedding modern slavery clauses in supplier contracts)**

4. Due diligence processes

To safeguard against modern slavery in our supply chains, Zipporah has:

- Introduced supplier pre-qualification checks, requiring suppliers to confirm compliance with the Modern Slavery Act.
 - Embedded contractual clauses permitting audits and requiring remediation where risks are identified.
 - Risk-mapped suppliers according to industry and geography, with enhanced checks for IT hardware and international service providers.
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5. Risk assessment and management

We assess modern slavery risk using criteria such as:

- Supplier sector and industry (e.g. hardware manufacturing vs professional services)
- Geographic location of operations
- Use of subcontracted or temporary labour

As an organisation which primarily is working with local small businesses or larger scaled in country businesses in the relevant regions where we operate and little to no temporary labour is utilised due to the nature and skills required then our risks are low.

During the year, we identified IT hardware suppliers as a higher-risk category due to complex global supply chains. We have prioritised additional due diligence in this area and have agreed purchases will only be agreed with organisations with clear processes and policies in place to combat modern slavery.

6. Effectiveness and KPIs

We measure effectiveness using the following indicators:

KPI	FY2024 Result	Target	Status
% of Tier 1 suppliers that confirmed Modern Slavery Act compliance	100%	95%	Exceeded
% of procurement staff trained in modern slavery awareness	100%	100%	Achieved
% of all employees completing awareness training	85%	85%	Achieved – Australian Staff to be trained FY 25

KPI	FY2024 Result	Target	Status
Number of supplier contracts updated with modern slavery clauses	10	10	Achieved

7. Training and awareness

All employees involved in procurement, contract management, and HR received targeted training during FY2024. We also rolled out general awareness training to all UK staff, achieving 85% completion of the companies staff, with the remainder scheduled for FY2025 during the next UK management visits.

8. Remediation

In the event of a suspected case of modern slavery, Zipporah will:

- Suspend engagement with the relevant supplier while an investigation is conducted.
- Work with NGOs and specialist organisations to ensure victim support.
- Require corrective action from suppliers as a condition of ongoing business.

No suspected cases were identified in FY2024.

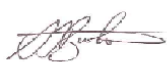
9. Next steps

In the next financial year (2025), Zipporah plans to:

- Extend supplier due diligence to Tier 2 where feasible.
- Roll out training to Non-UK offices to ensure full organisation understanding and compliance globally.
- Publish updated KPIs and progress in the 2026 statement.

10. Approval

This statement was approved by the Board of Directors on 1 June 2025 and signed on its behalf by:



Scott Burton, Technical Director
Zipporah Ltd.