

Modern Slavery Act Transparency Statement 2026

Preface

By Rob Dance, CEO

Technology is redefining the way the world works, not only does it present opportunities for human advancement, it also provides the chance to create a fairer, more inclusive, better world. In harnessing the power of human ingenuity and the promise of technology we can drive positive impact and create a more equal, sustainable global community.

As an organisation we must, and do, place the impact for good at the forefront of how we operate. At ROCK we're guided by the mission to have a positive impact on our clients, our people and the world. Enshrining human rights in how we operate, and in our every interaction, encouraging our partners to do the same is critical to being an ethical, responsible business.

Our commitment to the protection of human rights is intrinsic to our True North values, and within this of course our obligation to eliminate human trafficking and slavery¹, in both our business operations and our supply chain. At ROCK we're proud to place respect for individuals, and their rights, at the very heart of how

we operate: fostering an environment in which any person who may have concerns around unethical behaviour, at any stage of our operations, to speak up free of fear. We have then, put in place policies, processes and procedures to empower this, technology-enabled, approach.

In consideration of the sector we work within, and the risk assessments we have conducted to date, we are confident that the risk of slavery and human trafficking is minimal. However, like every organisation across the world we cannot be complacent, and thus we continue to review how we can improve and respond to changing circumstances. Focused on mindfully selecting our suppliers, particularly in higher-risk sectors and countries, we are determined to contribute to the elimination of slavery and human trafficking, both in the United Kingdom and the world.

It is with this perspective in mind that we publish our 2026 Modern Slavery Act Transparency Statement.



This statement sets out the steps ROCK is taking to ensure that slavery and human trafficking are not taking place in any of our supply chains or in any part of our own business.

ROCK's annual turnover is below the thirty-six million pound threshold at which section 54 of the Modern Slavery Act 2015 applies. We publish this statement voluntarily, following the structure set out in section 54 and the Home Office statutory guidance, because we believe that transparency on modern slavery matters whatever the size of the organisation.

¹ In this statement, when we refer to 'slavery and human trafficking,' this includes modern slavery, servitude, forced or compulsory labour and human trafficking, as each of these terms is explained or defined in the Modern Slavery Act 2015.

ROCK's global business



ROCK is a United Kingdom managed service provider. ROCK provides managed IT services, hosting, cyber security and project delivery to organisations across the United Kingdom from its office at Pencoed, Bridgend, with a team of around 100 people. Our success is driven by our exceptional people, giants of the technical and commercial industry who deliver on the promise of human ingenuity and technology every day: working with our

clients across the UK to solve their technology problems; evolving capabilities and enabling definitive, enduring and significant organisational improvements. We embrace the power of change and innovation to create shared value and success. Disruptive, innovative and resolute we're guided by our True North Values to make a difference: to do the right things by our clients, our people and the world.

Our Commitment to human rights and responsible business

ROCK is committed to supporting and respecting internationally proclaimed human rights, unswerving in our support for the United Nation's Sustainable Development Goals, conducting our business responsibly, legally and ethically.

Our culture is shaped by our True North values, our mission to make a positive impact on our people, our clients and our communities. Our respect for each other is integral to our obligation to contribute to the elimination of slavery and human trafficking.

We expect all our people to treat each other, and those we deal with, respectfully and with dignity. We do not tolerate physical violence, threats, corporal punishment, mental coercion, verbal abuse, disrespectful behaviour, bullying or harassment of any kind.

At ROCK we actively encourage our team to raise ethical and legal concerns, including concerns surrounding human rights issues,

and we make multiple channels available for them to do so – including anonymously, where legally permitted.

We have a zero-tolerance approach for retaliation against anyone who speaks up, or raises concerns in good faith, regardless of whether these prove to be founded or unfounded. We investigate any potential human rights breach we may become aware of, seeking to appropriately remedy, mitigate or report those breaches as required.

Our employees are expressly prohibited from engaging in, or supporting human trafficking, forced labour and child labour in connection with ROCK's activities, including in our supply chains. We

are guided by the aim to conduct ourselves responsibly in all that we do, every day, and in our every interaction – with each other, our clients, stakeholders, and the communities in which we work and live.

Our support and respect for human rights, which includes helping to eliminate slavery and human trafficking wherever this may occur, extends across and throughout our global reach, we continue to review and assess our own practices as part of our wider risk management processes, and are consistent within our commitments to making a positive impact, worldwide.

Our Suppliers

Our supplier standards of conduct

The relationship between ROCK and our suppliers is a critical component of our support for human rights. We expect every supplier to share our commitment to eliminating slavery, forced labour or servitude, child labour and human trafficking from its own business and supply chains.

Ongoing monitoring

We do not yet carry out ongoing modern slavery monitoring of our suppliers beyond those commercial reviews. We say so plainly because a transparency statement that overstates its own due diligence is worth nothing, and because the commitment below is how we intend to close the gap.

Our Supply Chain Due Diligence and Monitoring Processes:

Onboarding checks

Our onboarding checks on a new supplier are currently commercial: we verify the company, its insurances, its certifications and its credit standing. They do not yet ask a supplier what it does to prevent modern slavery, and this statement does not claim that they do.

Our commitment

During the coming year we will introduce a one-page modern slavery declaration for every new supplier and for our key existing suppliers. It will ask each of them to confirm that they comply with the Modern Slavery Act 2015, that they publish their own statement where the Act requires one, and that they will tell us if they identify a concern in their own supply chain.

We will ask suppliers to renew the declaration each year, and from our next statement we will report the proportion of new and key suppliers who have signed it, alongside the other indicators set out in this statement. Where a supplier will not sign, we will say how many and what we did about it.

Advocacy on Slavery and Human Trafficking

Empowering our people: We ensure all of our team are made aware of, and are signatories of, our modern slavery policy, committed to promoting a workplace and a world that is free from bullying, harassment or discrimination.

Our guiding commitments:

- | An open, inclusive, supportive workplace culture, free of harassment, bullying and discrimination.
- | Recruitment, selection, and assessment is based on skills and competency according to the specific role, appointments are transparent.
- | We proactively adjust and adapt in the workplace as required, helping our people and our business to thrive.
- | To break down the stigma surrounding mental health, encouraging and supporting resiliency.
- | Encourage a culture in which each person is valued for who they are, where all individual differences and contributions are recognised and celebrated.
- | Understand that presenting equal opportunities for all is not the same as treating everybody fairly, and that approaching challenges with fairness can result in more equal outcomes.
- | Regularly review all employment practices and procedures to make sure they're fair.
- | Work with community and voluntary groups to advance equality and directly tackle discrimination in society and the wider world.
- | Our CSR committee will dedicate their time to improving our workplace, our communities and the world: volunteering, fundraising and shedding light on diversity and inclusion.
- | Continual improvement. ROCK's culture is built around continual improvement. Diversity, equity and inclusion are no exception.

Advocacy within or ecosystem

ROCK is committed to advocating awareness of slavery and human trafficking within our global ecosystem of suppliers, encouraging collaboration and the promotion of best practices to address potential risks.

We also continue to look for opportunities to lead on the development of new technological capabilities in this field to support our clients, and to collaborate with other leading organisations, agencies, non-profits and stakeholders.



Measuring our effectiveness

Policies only work when we test that they do: we measure what we do, report the results here year on year, and say plainly where there is still work to do.

Our people

Every member of the ROCK team is made aware of, and signs up to, our modern slavery policy when they join us. Everyone knows how to raise a concern, including anonymously, and that no one will face retaliation for speaking up in good faith.

Our indicators

We measure the effectiveness of the steps described in this statement against the indicators below, and we report against them in each annual statement.

- | The proportion of our team who have signed our modern slavery policy.
- | The number of concerns raised through our speak-up channels that relate to modern slavery or labour practices, and how each was resolved.
- | From next year, the proportion of new and key suppliers who have signed our modern slavery declaration, and what we did where a supplier would not sign.

Our results this year

Every member of the team is a signatory to our modern slavery policy.

No concerns relating to modern slavery or labour practices were raised through our speak-up channels in the period.

The supplier declaration is being introduced in the coming year, so there is no result to report yet. The first will appear in our next statement.

Still to do

Our supplier onboarding checks are commercial and do not yet cover modern slavery. What we will do about that, and when, is set out under Our Suppliers.

Continuous improvement

We review these indicators each year against the Home Office statutory guidance, so that each statement shows measurable progress on the one before it rather than restating our commitments.

Looking ahead



We're committed to building, and contributing to, an environment that encourages respect and diversity: we believe in creating and accelerating fair outcomes for all. Always.

We continue to review our human rights efforts, as well as best practices in the marketplace, to understand how we can further strengthen our commitment to ensure slavery and human trafficking are not taking place within our organisation or our supply chains.

Diversity, equity, and inclusion are crucial to ROCK, imperative to encourage, and unlock, innovation, offering a wider scope of worldviews, perspectives, and approaches to the problems that we, our clients, and our planet face.

Operating with integrity in our every action is an integral part of ROCK's mission and diversity makes us stronger. Every one of our team members brings idiosyncratic value streams, we recognise the more diverse we are, the more we have to offer.

We all have a duty to eliminate slavery and human trafficking, and we remain steadfast in our commitment to contribute to this. United, we can change the world for the better.

The board of directors of ROCK has approved this statement to be signed on its behalf by Rob Dance, CEO, at its board meeting in June 2026, and the information in this statement is accurate as at that date. Signed for and on behalf of ROCK in June 2026.

Rob Dance, Founder & CEO



ROCK is a United Kingdom managed service provider. ROCK provides managed IT services, hosting, cyber security and project delivery to organisations across the United Kingdom from its office at Pencoed, Bridgend, with a team of around 100 people.

Our success is driven by our exceptional people, giants of the technical and commercial industry who deliver on the promise of human ingenuity and technology every day.

We are guided by our mission to have a transformative impact on our clients and abide by our True North values – our unwavering commitment to do the right thing by our clients, our people, and the planet whilst navigating pathways in the digital age and beyond.

Visit
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to find out more

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