



## **Modern Slavery Statement**

### **Organisation**

This statement applies to CloudGuard Ltd. The information included in the statement refers to the financial year 2023/2024.

### **Organisational structure**

CloudGuard operates from two offices, Woking and Manchester, following a hybrid work model that accommodates both in-office and remote work. This approach highlights our commitment to flexibility and embraces modern work practices. By harnessing technology, we ensure seamless collaboration across our dispersed teams, promoting productivity and work-life balance. Our policy reflects trust, accountability, and results-driven work, fostering innovation and teamwork while empowering individuals.

CloudGuard is privately owned and under the exclusive control of its directors. This structure empowers the directors to make strategic decisions that align with the company's vision and objectives, ensuring a focused and agile approach to business operations.

The main activity of CloudGuard is the provision of end-to-end XDR cyber security services to protect businesses. Demand for our product is consistently high throughout the year and is therefore not seasonal.

The labour supplied to the Organisation in pursuance of its operation is carried out in the United Kingdom.

### **Definitions**

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

### **Commitment**

CloudGuard acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015 and understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.



CloudGuard does not enter into business with any other business, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the CloudGuard in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Company strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom and in many cases exceeds those minimums in relation to its employees.

### **Supply chains**

As a responsible cyber security company with a streamlined operational structure, we remain committed to upholding the highest ethical standards, including our stance against modern slavery. While we may not have a conventional supply chain, we recognise the importance of ensuring that all aspects of our business are conducted ethically and in compliance with anti-slavery regulations. We are dedicated to fostering a safe and inclusive working environment for our employees and partners alike. Our commitment extends to conducting due diligence and regular assessments to identify and mitigate any potential risks of modern slavery, even within our unique operational context. Through continuous vigilance and a zero-tolerance approach, we strive to maintain a business environment that champions human rights, dignity, and equality.

### **Potential exposure**

CloudGuard Ltd considers its main exposure to the risk of slavery and human trafficking to exist with third party services whose vendors could have their own labour practices that might involve exploitation or forced labour.

In general, the Company considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

### **Steps**

CloudGuard carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

As a part of Supplier onboarding and engagement, CloudGuard Limited do conduct a questionnaire understanding the slavery and human trafficking checks and policies each supplier undertakes in the provision of their respective services to assess the risk this may incur on CloudGuard. CloudGuard completes background checks on all employees of the business but this does not extend to Suppliers unless there is a contractual client obligation in service.

CloudGuard has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Company has taken the following steps to ensure that modern slavery is not taking place:



- reviewing your supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery
- measures in place to identify and assess the potential risks in its supply chains
- undertaking impact assessments of its services upon potential instances of slavery
- creating action plans to address risk to modern slavery
- any training provided to staff on modern slavery.

## Compliance

All concerns regarding modern slavery should be addressed to the CEO, relevant action will then be undertaken.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval:

Signed:	<i>Matt Lovell</i>
Print name:	Matt Lovell
Job Title:	CEO
Date:	01/04/2023