Modern Slavery and Human Trafficking Statement

Introduction

MXVI is a specialist provider of mission-critical vehicle intelligence and communication systems, designed to support public safety, emergency services and other critical users operating in demanding and regulated environments.

Our solutions enable safe, secure and reliable vehicle-based communications, supporting operational effectiveness, compliance and long-term fleet sustainability.

MXVI supports organisations that operate in highly regulated environments and recognises that maintaining responsible and ethical supply chains is an important part of delivering trusted services to its customers.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and sets out the steps MXVI has taken, and is continuing to take, to prevent modern slavery and human trafficking within our business and supply chains.

MXVI is committed to conducting business ethically, responsibly and with integrity. We recognise our responsibility to respect human rights and to take reasonable and proportionate steps to minimise the risk of slavery, servitude, forced labour and human trafficking within our operations and supply chains.

As a newly established company, we are committed to embedding appropriate governance, supplier management and employment practices from the outset to support our zero-tolerance approach to modern slavery.

1. Our Organisation, Business and Supply Chains

MXVI employs approximately 10 people throughout the United Kingdom.

Our core business activities involve the provision of mission-critical vehicle intelligence and communication systems, including associated hardware, software and support services.

As a growing business, MXVI works with a range of suppliers, manufacturers, technology partners and service providers to support the delivery of our products and services. These suppliers are primarily located within the United Kingdom, Europe and the Far East and operate within the vehicle technology, communications and information technology sectors.

We recognise that modern slavery risks can be present in any sector or supply chain and are committed to considering such risks as we develop and expand our supplier network.

2. Policies and Governance

MXVI is committed to maintaining high standards of ethical conduct and compliance throughout its business activities.

To support this commitment, we have implemented, or are in the process of implementing, policies and procedures relating to:

- Ethical business conduct.
- Whistleblowing and reporting concerns.
- Recruitment and right-to-work verification.
- Equal opportunities and fair treatment.
- Supplier selection and onboarding.
- Compliance with UK employment legislation.

The Directors of MXVI have overall responsibility for ensuring that appropriate measures are in place to identify and address risks relating to modern slavery and human trafficking.

We expect our employees, suppliers and business partners to conduct their activities lawfully, ethically and with integrity. We also expect suppliers and business partners to support efforts to prevent modern slavery within their own operations and supply chains.

Where appropriate, MXVI may seek assurances from suppliers regarding their compliance with applicable employment, human rights and anti-slavery legislation.

3. Risk Assessment and Risk Management

As a newly established organisation, MXVI recognises the importance of understanding and managing modern slavery risks as part of its wider governance framework.

Based on the nature of our business activities, we currently assess the risk of modern slavery within our direct operations as relatively low. This assessment reflects:

- The professional and technical nature of our business activities.
- The relatively small size of our workforce.
- The majority of our direct suppliers operating within the United Kingdom, Europe and other established international markets.
- The use of established suppliers and technology partners that are subject to our supplier selection and due diligence processes.
- The regulated environments in which many of our customers operate.

Whilst we consider our direct operational risk to be relatively low, we acknowledge that risks can arise within wider supply chains. We therefore seek to take a proportionate and risk-based approach when selecting and engaging with suppliers and business partners.

As the business grows, we will continue to review and strengthen our understanding of potential risks and implement appropriate controls where required.

4. Due Diligence Processes

MXVI aims to apply appropriate due diligence when selecting suppliers, service providers and business partners.

Our approach may include:

- Reviewing supplier credentials and business information.
- Assessing supplier reputation and suitability.
- Considering compliance with relevant employment and business legislation.
- Considering the geographic, sector and labour-related risks associated with prospective suppliers.
- Evaluating potential modern slavery risks during supplier onboarding.
- Engaging with suppliers where concerns or risks are identified.

Where concerns relating to unethical practices or modern slavery are identified, we will seek to understand the circumstances and work with the supplier to address the issue where appropriate.

MXVI reserves the right not to enter into, or to terminate, a business relationship where serious concerns cannot be satisfactorily addressed.

5. Supplier Audits and Monitoring

MXVI recognises the importance of maintaining visibility of potential modern slavery risks within its supply chain.

As part of our supplier management approach, we may undertake supplier reviews and audits where we consider it appropriate and proportionate to do so. This may be informed by factors such as the nature of the products or services supplied, geographic location, sector-specific risks and any concerns identified through our due diligence activities.

Supplier monitoring activities may include:

- Reviewing supplier policies relating to modern slavery, employment practices and ethical business conduct.

- Requesting information regarding labour standards and working conditions.
- Assessing suppliers' compliance with applicable legal and regulatory requirements.
- Reviewing supplier performance and compliance during business relationship reviews.
- Seeking clarification or corrective actions where risks or concerns are identified.

Where significant concerns are identified and cannot be satisfactorily addressed, MXVI reserves the right to reconsider or terminate the supplier relationship.

As the business develops, we will continue to review our supplier monitoring activities and implement more formal audit processes where appropriate.

6. Whistleblowing

MXVI operates a whistleblowing process through which employees may raise concerns regarding unlawful, unethical or inappropriate conduct.

Employees are encouraged to report concerns to their line manager or directly to senior management where appropriate.

Any concerns relating to modern slavery, forced labour, human trafficking or exploitation will be treated seriously and investigated appropriately.

We are committed to ensuring that employees can raise genuine concerns without fear of retaliation.

7. Training and Awareness

MXVI recognises that awareness is an important part of preventing modern slavery.

We are committed to:

- Providing employees with information and awareness relating to modern slavery and human trafficking.
- Promoting understanding of the indicators of exploitation, forced labour and human trafficking.
- Supporting personnel involved in recruitment and supplier engagement to understand modern slavery risks.
- Communicating the Company's commitment to ethical business conduct.

As the business develops, we will review our training requirements and implement additional measures where appropriate.

8. Building and Measuring Effectiveness

As a new organisation, MXVI is focused on establishing effective controls and procedures to support compliance with the Modern Slavery Act 2015.

We will seek to measure the effectiveness of our approach through:

- Completion of right-to-work checks for all employees.
- Maintaining appropriate employment and payroll records.
- Reviewing supplier onboarding processes.
- Recording and investigating any concerns raised through whistleblowing procedures.
- Increasing employee awareness of modern slavery risks.
- Monitoring compliance with applicable employment legislation.

The effectiveness of these measures will be reviewed periodically and strengthened as the business continues to grow.

Future Actions

MXVI will continue to develop and strengthen its approach to preventing modern slavery by:

- Embedding modern slavery considerations into supplier selection and onboarding processes.
- Increasing employee awareness through training and communications.
- Reviewing governance and compliance procedures.
- Enhancing supplier due diligence activities where appropriate.
- Further developing supplier review and audit processes to strengthen visibility of modern slavery risks within the supply chain.
- Monitoring developments in modern slavery legislation and guidance.
- Promoting ethical and responsible business practices throughout our organisation and supply chain.

Approval

This statement has been approved by the Directors of MXVI and is reviewed periodically to ensure it remains appropriate to the size, nature and activities of the business.

The Directors have overall responsibility for ensuring that MXVI maintains appropriate systems and controls designed to minimise the risk of modern slavery and human trafficking within its business and supply chains.

Signed on behalf of MXVI.

Steve Keogh
Chairman

Signature: _____Steve Keogh_____

Date: _____09/01/2026_____