



## MODERN SLAVERY STATEMENT

### INTRODUCTION

Hyve Solutions does not tolerate slavery or human trafficking in our organisation or in our supply chain. This statement sets out the steps that we have taken to eliminate, as far as possible, the risk of modern slavery and human trafficking taking place.

### OUR BUSINESS

Hyve Solutions partners with its customers to collaboratively design and deploy energy-efficient rack-level server, storage and networking solutions that are cost-effective and purpose-built to actual workloads and large-scale data center environments. It also develops customized solutions that best fit a business's unique mix of performance and operational and logistics cost requirements. As experts in New Product Introductions, Hyve Solutions is equipped to assist with the entire process from Consultation, Design, Engineering, Supply Chain, Mass Production, Logistics and Support – all tailored specifically to the customer.

### OUR SUPPLY CHAINS

Our supply chains include suppliers of raw materials, components, manufactured materials, IT and other office equipment, staff and benefit services, professional services from our lawyers, accountants and other advisers, and office facilities services.

### OUR POLICIES ON MODERN SLAVERY AND HUMAN TRAFFICKING

Our opposition to modern slavery and human trafficking is confirmed in our codes and policies listed below:

- **Hyve Solutions Code of Ethical Business Conduct** found on our website here: [Hyve Code of Conduct](#)
- **Hyve Solutions Supplier Code of Conduct** found on our website here: [Hyve Supplier Code of Conduct](#)

Additionally, Hyve Solutions is a member of the Responsible Business Alliance (RBA) and has policies and procedures in place for implementing the RBA's Code of Conduct in our internal operations and requiring our suppliers to do the same. Please see:

- the RBA's latest Code of Conduct at: [RBA Code of Conduct 8.0](#)

and

- **Hyve Solutions Supplemental RBA Labor Policies for Workers** found on our website here: [Hyve Supplemental RBA Supplemental Labor Policies for Workers](#)

These codes and policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to eliminate, as far as possible, the risk of modern slavery and human trafficking taking place anywhere in our business or supply chains.

Our specific procedures to address modern slavery risk include:

- An ethics hotline that allows for anonymous reports and complaints to be submitted. Please see [Ethics Point](#).
- Employment policies that protect our people from unfair treatment and promote a fair and inclusive workplace.
- Robust recruitment processes in line with relevant employment laws.
- Market-related pay and rewards reviewed annually.
- Wellbeing strategy and initiatives to support our people's physical and mental wellbeing and lifestyle choice.
- Codes of Conduct making clear the standards we expect.

## **HYVE SOLUTIONS PROCESSES FOR DETECTING AND AVOIDING MODERN SLAVERY AND HUMAN TRAFFICKING**

As part of our efforts to identify and mitigate the risk of human slavery and human trafficking in our supply chains, we have sought all necessary assurances of compliance with the Modern Slavery Act. We have also adopted a Supplier Code of Conduct that we expect all suppliers to follow.

Additionally, while we are confident that there is no modern slavery or human trafficking taking place within our direct organisation (due in part to our internal checking process and the skill level of employees we engage), we maintain vigilance over our supply chains, particularly areas where suppliers may rely on seasonal, low paid and low skilled workers, or in geographical areas identified as high risk for modern slavery or human trafficking. In instances where we identify such a risk, we will contact our existing suppliers in writing, reminding them of our values and ethical standards, and reiterating the expectations we have when working with them.

## **SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS**

We do not tolerate modern slavery and human trafficking. We have in place a supplier process which prohibits all suppliers from, directly or indirectly using, supporting, or engaging forced or compulsory labour or encouraging or supporting slavery or human trafficking. All supplier arrangements are


governed by contract, the terms of which allow Hyve Solutions to enforce its Supplier Code of Conduct, and its commitment to eradicating slavery and human trafficking, through audits, commercial pressure and contractual provisions.

## TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and in our supply chains, Hyve provides training to our people regarding modern slavery and our policies to address the risks to increase education and awareness; and we request our business partners to provide training to their staff and suppliers as well.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (UK) and constitutes our Group's modern slavery and human trafficking statement for the fiscal year ending November 30, 2024, as approved by the Board on April 14, 2025.

Signed on the Board's behalf by:

Signed by:  
  
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Daniel Brennan, Director

