Modern Slavery Statement

Vesta Software Group Limited

Year Ended 31 December 2025

Constellation Software UK Holdco Limited and its UK subsidiaries operating under the Vesta Software Group are committed to preventing modern slavery and human trafficking in all areas of our business and supply chain. We take this responsibility seriously and continue to strengthen our approach each year.

Who We Are

Vesta is a group of 22 UK businesses. While each business operates independently, core functions such as HR, IT and Finance are centralised to ensure consistent standards and strong governance.

Our People

We consider the risk of modern slavery within our own workforce to be low. All employees, contractors, and agency workers are engaged through controlled processes that include right-to-work checks, standardised contracts, and clear policies on ethical conduct, equality, and whistleblowing.

Our Supply Chain

Our supply chain includes technology, hosting, hardware, and professional services suppliers. Most are based in the UK and Europe, but we recognise that some categories particularly hardware and suppliers operating in higher-risk regions require closer scrutiny.

To improve visibility and oversight, we are implementing a centralised supplier management system and strengthening our due-diligence processes across all businesses.

Our Actions

During the year, we:

- Built a central database of suppliers across the Group
- Introduced a risk-based assessment process for new and existing suppliers
- Began issuing enhanced questionnaires to higher-risk suppliers
- Developed a Supplier Code of Conduct outlining our minimum labour standards
- Provided training to employees involved in supplier engagement

Our Commitment

We remain committed to:

- Improving visibility of our supply chain
- Strengthening supplier assessments and monitoring
- Ensuring all suppliers meet our minimum standards
- Protecting the rights and wellbeing of everyone connected to our operations

This statement is made under Section 54 of the Modern Slavery Act 2015 and relates to the financial year ending 31 December 2025. It has been approved by the Board of Directors of Vesta Software Group Ltd

Richard Clancy Group CEO,
Vesta Software Group