

Axiom GRC

Modern Slavery Statement 2025/26

1.0 Introduction

Certain commercial organisations must publish an annual statement setting out the steps they take to prevent modern slavery in their business and their supply chains. This is a requirement under section 54 (Transparency in Supply Chains) of the Modern Slavery Act 2015. Charis Four Limited (trading as Axiom GRC) commits to publishing a combined group statement annually and to publish according to the UK Home Office guidelines.

Axiom GRC provides governance, risk and compliance software and services. The businesses in our Group provide services that are vital to the wellbeing of our customers operations and ensure compliance with regulation or reduce our client's risk. Axiom GRC provide over 50 products to 40,000 customers globally and employs in the region of 1,200 people, predominately in the UK.

2.0 Anti-human Trafficking and Anti-modern Slavery Procedures

Axiom GRC does not believe there is any place in today's world for slavery or human trafficking, and that everyone has the right to live and work without fear of exploitation. We are committed to continually improving our practices to combat slavery and human trafficking across our value-chain, including our suppliers and business partners.

Axiom GRC operates a zero-tolerance approach to violations human trafficking and modern slavery. Through risk assessments, the risk of human trafficking and modern slavery within our value-chain has been assessed as low risk. We continuously monitor human rights and modern slavery risk, and all of our subsidiaries are required to adhere to the standards and procedures agreed by the Board to ensure we maintain a low-risk position. The standards and procedures agreed include:

- Operate within low-risk geographies and industries, including the procurement of good and services.
- Build long standing relationships with reputable suppliers making clear our expectations of business behaviour.
- Include anti-human rights and anti-modern slavery requirements in our supply-chain policy.
- Ensure systems are in place to encourage the reporting of concerns and the protection of whistle blowers.
- Safeguard employees by conducting pre-employment checks including eligibility to work, references, qualifications and proof of national insurance numbers and in turn promote a culture of ethical integrity across the workplace.
- Ensure that anti-modern slavery procedures are reviewed annually to ensure effectiveness and compliance with relevant anti-human trafficking and anti-modern slavery laws.

Axiom GRC recognises the importance of the UK Modern Slavery Act and believe the procedures above reduce the risk of slavery and human trafficking occurring in our business.



3.0 Raising Concerns

Suppliers, their employees, workers or contractors who wish to report a violation, should report the matter as soon as possible through:

- Calling our confidential whistleblowing helpline - 0800 915 1571.
- The online reporting platform - www.safecall.co.uk/report.

The helpline and platform are operated by a third party. Axiom GRC strongly supports a culture of speaking up and is committed to non-retaliation against those who make a report concerning actual or suspected breaches.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the company financial year ended 31 March 2025.

A handwritten signature in black ink, appearing to read 'Alex Dacre', with a long horizontal stroke extending to the right.

Alex Dacre, Chief Executive