



Modern Slavery Statement

This statement has been published in accordance with Section 54 of the Modern Slavery Act 2015. It sets out the steps taken by Kainos Group plc and other relevant group companies (Kainos) during the year ending 31 March 2026 to prevent modern slavery and human trafficking in its business and supply chains. It has been approved by the Board of Kainos Group plc and signed by a director. This statement will be published on our corporate website and will remain accessible until superseded.

Our Business

Kainos is a digital technology company. We provide customers with IT services, consulting services and digital software solutions across multiple industry sectors, including central and local government, health, financial services and commercial organisations.

Our work combines professional services and software products. We design, build, test and support digital services, deliver implementation and support around enterprise platforms, and license our own software. Delivery may be onshore, nearshore or offshore. This operational model informs our risk assessment for modern slavery. We do not manufacture physical goods or operate agricultural, extractive or manufacturing sites.

The group has registered entities in the United Kingdom, Ireland, Poland, Finland, Germany, Denmark, France, Romania, the Netherlands, Sweden, Norway, Belgium, the United States, Canada, Argentina, India, the Philippines and Australia. Several of these are locations where we deliver nearshore and offshore services rather than serve local customers, and we recognise that labour market conditions, enforcement of employment law and the prevalence of exploitation vary considerably between them.

This statement is made on behalf of Kainos Group plc and covers the following trading subsidiary companies:

Group entity	Country of registration
Kainos Software Limited	United Kingdom
Kainos Evolve Limited	United Kingdom
Kainos Worksmart Limited	United Kingdom
Formulate Kainos Limited	United Kingdom
Kainos Products Limited	United Kingdom
Bankmore Investments Limited	United Kingdom
Davis Pierrynowski Limited	Canada
Kainos Software Ireland Limited	Ireland
Kainos Poland Services Spolka z.o.o.	Poland
Kainos Software Poland Spolka z.o.o.	Poland
Kainos WorkSmart Oy	Finland
KW Software Oy	Finland
Kainos Worksmart GmbH	Germany
Kainos WorkSmart ApS	Denmark
Kainos Worksmart SAS	France
Kainos Worksmart SRL	Romania



Kainos the Netherlands B.V.	Netherlands
Kainos AB	Sweden
Kainos AS	Norway
Kainos Belgium	Belgium
Kainos Worksmart Inc.	United States
Kainos Services Inc	United States
Kainos Planning LLC	United States
Blackline Group Inc	United States
Kainos Products Canada Inc	Canada
Kainos Services Canada Inc	Canada
Kainos Canada Inc	Canada
Kainos Argentina SAU	Argentina
Kainos Software Technologies Private Limited	India
Kainos Philippines Inc	Philippines
Kainos Australia Pty Ltd	Australia

Governance

Modern slavery is embedded within our enterprise risk management framework and internal control processes.

Our Policies and Principles

Kainos does not tolerate slavery or human trafficking within its business operations and takes a risk-based approach regarding its supply chains. Kainos supports the enactment and enforcement of human trafficking laws that recognise and protect victims while holding traffickers accountable. Kainos operates a Whistleblowing Policy which encourages staff to report any wrongdoing, this extends to human rights violations, like Modern Slavery. We also maintain an Anti-Bribery & Corruption Policy.

Our Suppliers

Kainos has business relationships with software vendors and distributors based predominately within Europe and the USA. The software business sector is not considered one most 'at risk' and no Kainos subsidiary company has intricate supply chains (or partnerships) with businesses based in regions of the world where labour laws are non-existent or are not enforced.

Kainos conducts supplier due diligence audits on our existing suppliers. As part of our vetting process, our suppliers confirm adherence to our Supplier Code of Conduct which sets out the principles and expectations of business conduct within our supply chain, this includes managing and mitigating modern slavery risks.

Our Staff

As of 31 March 2026, Kainos employs approximately 3,500 people across 17 countries.

Kainos carries out employment checks to ensure that employees have the necessary documentation to legally work in the UK (or the country in which they are employed) and



no-one under the legal minimum age for admission to work is ever employed by Kainos. We track completion of pre-employment right-to-work checks and monitor training completion rates to ensure full workforce coverage.

Training and Awareness

Kainos has rolled out a mandatory e-learning training course for all employees, which covers:

- Awareness as to the various forms of modern slavery in which people can be held and exploited
- How employees can identify the signs of slavery and human trafficking
- How employees should respond if they suspect slavery or human trafficking

Employees are required to formally attest that they will abide by Kainos' modern slavery prevention policies.

Key developments during the year

During the reporting year we strengthened our approach in the following areas:

- Commissioned an independent review of our Modern Slavery Statement by Unseen UK, a UK based anti-slavery charity.
- Completed the UK Government's Modern Slavery Assessment Tool and are reviewing and actioning the recommendations in the improvement areas.
- Established the ESG Impact Group under formal terms of reference.
- Scoped a Supplier Engagement Programme to improve supplier transparency and risk management.
- Recorded no modern slavery instances, while recognising this does not prove that no risk exists.

Review

Our modern slavery process is reviewed annually to evaluate its effectiveness in ensuring that there is no slavery and human trafficking in our business or supply chains. The KPIs deployed in the review process are:

- **Risk Assessments:** Risk assessments are carried out to review any additional risk that may have been introduced by changes to: (i) our business and group activities; (ii) our staff and locations; (iii) our supply chains, with a view to identifying vulnerable populations and areas prone to modern slavery and to inform and enable targeted prevention efforts.
- **Supply Chain Transparency:** Updated sampling and due diligence on suppliers to ensure that they have modern slavery policies and processes in place.
- **Number of Reported Cases:** Reviewing the number of reported cases of modern slavery as any increases may indicate improved awareness and reporting mechanisms. At this annual review point any identified gaps are considered and mitigating measures are proposed. Where the review necessitates changes to the statement, these will be discussed and approved at board level.



Our Commitment

Kainos does not support or deal with any business knowingly involved in slavery or human trafficking. We understand that Modern Slavery risk is not static, we monitor our supply chains and undertake selective due diligence and will immediately implement risk mitigation and remedial measures should the situation change.

This statement was approved by the board of Kainos Group plc on 22 September 2026.

Signed by:

A handwritten signature in black ink that reads "Brendan Mooney".

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Brendan Mooney

CEO

22 September 2026