

Modern Slavery Statement

Our business, Panamoure Group LLP is committed to combatting slavery and human trafficking in its business and supply chains, and we make this statement to assist with compliance with the Modern Slavery Act 2015. This statement relates to the financial year ending 31/03/2026.

As our business has a turnover of less than £36 million, we do not have a legal obligation to produce a modern slavery statement. However:

- a. We agree that exploitation within all supply chains ending in the UK is a blight on our society, and we are committed to playing our part in eliminating exploitation;
- b. We understand that customers with obligations under the Modern Slavery Act 2015 cannot comply with those duties without our cooperation.

To that end, we confirm that we have examined our own business and, to the extent that it is reasonably practicable, businesses within our supply chain and we confirm the following:

- a. We confirm that within our own business, no relevant offence relating to slavery or human tracking has been committed.
- b. We have made enquiries of businesses that supply directly to us and we are confident that no relevant offence is committed in that business.
- c. Insofar as it was reasonably practicable, we have examined our supply chains and confirm that we found no evidence of slavery or human trafficking.

Further details about our business and supply chain are provided below.

Panamoure Group LLP is a business and technology transformation consultancy that delivers digital value creation for private equity firms and mid-market to FTSE 100 businesses. The firm specialises in AI, data, automation, and operational improvement, helping clients achieve scalable growth, cost efficiency, and strategic transformation. Panamoure operates with a hybrid onshore-offshore delivery model and partners with clients to implement sustainable, high-impact change across areas such as acquisition integration, managed services, and bespoke technology solutions.

Our business structure **is as follows:**

Panamoure Group LLP operates across two office locations in the United Kingdom and India. We employ approximately 50 permanent staff in the UK and India. The business is not part of a wider group of companies. Our structure supports a collaborative delivery model across both regions, enabling efficient project execution and client support.

We operate in the following countries:

- United Kingdom
- India

Our supply chain is as follows:

Panamoure Group LLP is a service-based consultancy and does not manufacture or distribute physical products or goods. Our supply chain consists primarily of contractors and service providers located in the United Kingdom and India, who support our business and technology transformation services. We maintain oversight of our direct suppliers and, where reasonably practicable, seek to understand the practices of their suppliers to ensure ethical standards are upheld.

We understand that certain industry sectors and geographical regions entail greater risk of exploitation than others. We do not believe that our supply chain is in one of those sectors. Our supply chain is primarily composed of professional service providers and contractors operating in the United Kingdom and India—regions not typically associated with high-risk supply chains. Nonetheless, we remain vigilant and, where reasonably practicable, seek assurances from our suppliers regarding their own practices to ensure compliance with ethical standards and the Modern Slavery Act 2015.

Where it is reasonably practicable, we ensure that businesses in our supply chain have made a similar statement relating to slavery and human trafficking.

The person in our business responsible for assessing matters relating to slavery and human trafficking is: Graham Burchell

We also encourage all employees to report on any matters relating to slavery or human trafficking in our supply chains of which they become aware.