

## Kovai Group Modern Slavery and Human Trafficking Statement

In this policy document, the Kovai Group means the following entities and the terms “we”, “us” and “our” are also references to the Kovai Group:

| Legal Entity                        | Company Number         | Principal Office Address                                                                                     |
|-------------------------------------|------------------------|--------------------------------------------------------------------------------------------------------------|
| Kovai Limited                       | 13435678               | Unit 2, White Oak Square, London Road, Swanley, Kent, England, BR8 7AG                                       |
| Integration360 Limited              | 06976607               | Unit 2, White Oak Square, London Road, Swanley, Kent, England, BR8 7AG                                       |
| Document360 Limited                 | 13728159               | Unit 2, White Oak Square, London Road, Swanley, Kent, England, BR8 7AG                                       |
| Kovai Systems India Private Limited | U72200TZ2014 PTC020279 | D Block, 8th Floor, SF NO 558/2 Hanudev Infopark, Udaiyampalayam, Road, Coimbatore, Tamil Nadu 641028, India |

### About the Kovai Group

On the 31<sup>st</sup> July 2026, we employed 19 staff in the UK and 212 staff in India. Our UK operations are conducted from 2 sites: (i) our Registered Office in Swanley, Kent and (ii) a serviced office in London Bridge. Our India operations are also conducted from 2 sites: (i) 212 staff work from a modern, purpose-built headquarters on the Hanudev Infopark, Coimbatore, Tamil Nadu, India and (ii) a serviced office in Chennai, Tamil Nadu, India.

### Our Supply Chain

Our principal business is that of developing and maintaining software, primarily for use by large, medium and small business customers.

We employ a small number of independent contractors from time to time in the UK, India and from other countries. We also purchase software and related services from various suppliers located throughout the world. Our corporate website is [www.kovai.co](http://www.kovai.co)

The software that we purchase and the services we provide, typically require highly skilled staff to ensure that our quality and service standards are met. Due to the nature of our business, we consider ourselves to be low risk of engaging in modern slavery or human trafficking.

### Our commitment to the principles of the Modern Slavery Act 2015

We are committed to the principles of the UK Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

We are an equal opportunities employer, fully committed to creating and ensuring an inclusive and respectful working environment for all our staff, wherever they are located.

We seek to ensure all our staff feel confident that they can report any workplace related concerns, without any risk to themselves. We have an active whistleblowing policy which is widely advertised.

Our recruitment and staff management processes include background vetting and checks designed to ensure that all candidates selected for employment have a right to work in their respective territory. Our own employee remuneration is set at levels that significantly exceed current minimum statutory levels.

We do not engage with any supplier, contractor or other third party, anywhere in the world, if we know or suspect any reasonable risk of slavery, servitude, forced or compulsory labour.

### **Our policies in relation to the Modern Slavery Act 2015**

To help combat the risk of modern slavery, we have developed a range of policies designed to support our own operations and to ensure that the risk of transgression is very low. These policies include:

- Code of conduct
- Whistleblowing
- Prevention of bullying and sexual harassment
- Diversity and inclusion
- Recruitment and selection

### **Words into action**

We will continue to embed the principles through:

- Providing awareness training to all our staff so that they better understand how to identify the risks of modern slavery in global supply chains.
- Focusing our training, education and awareness on staff engaged in procurement and supplier management.
- Ensuring all staff have the confidence and ability to easily report suspicions of modern slavery or human trafficking.
- Making certain all our suppliers are made aware of the risks and implications of modern slavery and seeking to impose (where appropriate) contract terms and conditions that include relevant clauses to address legal compliance obligations.
- Adopting a zero-tolerance approach towards modern slavery and, through words and deeds, enforcing these principles in our dealings with employees and suppliers.

### **Approval & Review**

Approved for publication by Saravana Kumar, CEO, Kovai Group, 31<sup>st</sup> July 2026.

This statement will be reviewed and updated every year.