

Modern Slavery and Human Trafficking Statement

Financial Year 2025 – 2026 (1 April 2025 – 31 March 2026)



Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps taken by Invenio Business Solutions Private Limited (“Invenio”) to prevent modern slavery and human trafficking in its business and supply chains during the financial year ended 31 March 2026.

Organisation Structure and Business

Invenio is headquartered in Winnersh Triangle, Wokingham, United Kingdom, with subsidiaries and operations in India, Mauritius, Fiji, Saudi Arabia, Bahrain, Qatar, and the United Arab Emirates. Invenio is governed by a Board of Directors and led by an experienced executive leadership team.

Invenio is an SAP Gold Partner, and its main service offerings are business consulting, technology, and digital transformation services centred on SAP solutions. Most service delivery is carried out through our delivery centres in India, complemented by smaller teams in other regions. Our consultants may travel to customer locations in the UK, the Middle East, and other regions to support customer engagements.

Commitment to Ethical Conduct

Invenio is committed to conducting business ethically, responsibly, and with integrity. We take a zero-tolerance approach to modern slavery and human trafficking and are committed to complying with the Modern Slavery Act 2015 and all applicable local labour laws.

Modern slavery includes, but is not limited to, human trafficking, forced or compulsory labour, servitude, and restrictions on freedom of movement through physical, mental, or economic coercion. These practices are incompatible with Invenio’s values and standards.

Policies and Governance

Invenio’s approach to preventing modern slavery is supported by its policies, ethical standards, and supplier due diligence practices, with oversight provided by senior leadership and the Human Resources function.

A designated Slavery Compliance Officer, the Global HR Director, is responsible for receiving and escalating concerns, ensuring appropriate investigation and remedial action, and supporting compliance with legal and regulatory requirements.

Due Diligence in Our Workforce and Supply Chains

Proportionate due diligence is applied across Invenio’s workforce and supply chains. Employees are engaged following appropriate right-to-work, identity, and background checks and are employed in accordance with applicable local labour laws, including minimum wage, working time, equality, health and safety, and statutory benefit requirements. Employee remuneration is benchmarked against industry standards in each operating region.

Due diligence is undertaken on suppliers, partners, and contractors' relationships, and they are expected to comply with relevant labour laws and demonstrate awareness of modern slavery risks. The majority of Invenio's workforce consists of permanent employees, with contract workers representing approximately 4% of the workforce.

Risk Assessment and Risk Management

Invenio recognises that modern slavery risks may vary by geography, sector, and operating model. While the inherent risk associated with its professional services activities is considered relatively low, potential risks within supply chains, including those involving third-party services or overseas operations, are monitored and managed through workforce reviews, supplier due diligence, contractual expectations, and clear escalation routes.

Effectiveness and Monitoring

Invenio reviews the effectiveness of its approach to preventing modern slavery on an ongoing basis. Monitoring includes compliance with employment standards, issues raised through HR or management channels, and relevant supplier relationships. Any concerns identified are investigated promptly and addressed in line with organisational policies and legal obligations.

Training, Awareness and Continuous Improvement

Awareness of ethical conduct and compliance expectations is embedded within leadership and HR practices, and senior leaders and people managers are expected to uphold Invenio's zero-tolerance approach to modern slavery and to escalate concerns where identified. Invenio remains committed to continually reviewing and strengthening its policies, due diligence processes, and governance arrangements.

Approval

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed each financial year.

Date of approval: 29 January 2026

Signed by:

Alan Hunt

Chief Executive Officer