

## **Introduction from Matthew Harris, Director of STX Next Limited**

STX Next Limited is committed to trading ethically, sourcing responsibly, and preventing modern slavery and human trafficking within our organisation and supply chain.

## **Organisation's structure**

STX Next Limited is a wholly owned subsidiary of STX Next S.A., a headquarter company registered in Poland under KRS number 0000967074, with its registered office at Mostowa 38 Street, 61-854 Poznań. STX Next S.A. owns other subsidiaries in Germany, Mexico, and the United States. The group had a global annual turnover of 140,000,000 PLN in the year 2023.

## **Our business**

We are a software development company.

Our business is organised into the following business units/cooperation models:

- Team Extension,
- End-to-End Product Development,
- Consulting & Expertise.

Our supply chains include in majority the sourcing of hardware and IT-related services necessary to provide software development services.

## **Our policies on slavery and human trafficking**

We have robust policies in place within the group, which we keep under ongoing review to identify and address modern slavery and human trafficking risks in our supply chains.

These policies include:

- Charter of Ethics,
- Anti-fraud, corruption and bribery Policy,
- Anti-facilitation of tax evasion Policy,
- Anti-slavery and human trafficking Policy;
- Internal reporting and follow-up Procedure (whistleblowing procedure).

### **Due diligence processes for slavery and human trafficking**

We are open and ready to take necessary steps to encourage our co-workers (business partners) to raise concerns about any potential issue or suspicion of modern slavery in any part of our business or supply chains of any supplier tier at the earliest possible stage.

### **Supplier adherence to our values**

We adopted a comprehensive Anti-slavery and human trafficking Policy to ensure that slavery and human trafficking is not taking place in our business or in any of our supply chains.

### **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we are planning to provide regular training to our staff as part of implementing a new Anti-slavery and human trafficking Policy.

### **Our effectiveness in combating slavery and human trafficking**

We have reviewed the steps we have taken to prevent slavery and human trafficking in our supply chains. We implemented the Anti-slavery and human trafficking Policy that covers training, governance, and an approach to auditing our supply chain's compliance.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the financial year ending 2023. It was approved by the board of directors on 30/06/2024.

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Matthew Harris

STX Next Limited

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