



## Modern Slavery Statement

This statement covers Ten Lifestyle Group Plc and all its subsidiaries and operations globally, including those in the EMEA, APAC, and the Americas.

Ten Lifestyle Group Plc, together with its subsidiaries (the Group), is a provider of lifestyle and concierge services globally, with its head office in London, United Kingdom. The Group has around 1,200 employees worldwide and operates in over 20 countries across the EMEA, APAC, and Americas regions. Ten Lifestyle Group Plc has been certified B Corporation since 2023, reinforcing our commitment to high standards of social and environmental performance, transparency, and legal accountability.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our anti-slavery and human trafficking policy reflects our commitment to acting ethically and with integrity in all our business relationships. We implement and enforce effective systems and controls to ensure modern slavery and human trafficking is not taking place anywhere in our supply chains.

To monitor and reduce the risk of modern slavery and human trafficking within our supply chains, we have developed and begun implementing a risk-rated framework. This includes systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of modern slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

We have begun to map our supply chain across tiers to better understand potential risk areas. This includes distinguishing between Tier 1 suppliers (direct contractual relationships) and lower-tier suppliers where indirect exposure may exist. Mapping allows us to prioritise deeper due diligence and engagement in higher-risk areas.

We have a zero-tolerance approach to modern slavery and human trafficking. Our suppliers' obligations in relation to modern slavery prevention are set out in our Supplier Code of Conduct. To ensure compliance, we operate a supply chain compliance programme managed by our Compliance team with involvement from:

- Legal and compliance
- Proposition
- IT & Infosec
- Finance

All new employees receive modern slavery training as part of their induction. Annual refresher training is mandatory for staff involved in procurement, supplier management, or operating in high-risk regions. We also expect our suppliers to train their own staff and supply chains on these risks and standards.

Our whistleblowing platform is available to all employees and third parties to report suspected modern slavery or unethical practices. Reports are handled confidentially and investigated in line with our Whistleblowing Policy.

The Group's Senior Leadership Team reviews the effectiveness of our training and controls to ensure that modern slavery and human trafficking is not taking place in any part of our business or supply chains. Key performance indicators (KPIs) used include:

- Vetting. The percentage of suppliers and sub-contractors that have been vetted for ethical labour practices.
- Whistleblowing. The number of reported breaches in the past year.
- Training. The number or percentage of staff trained.
- Remedial action. The instances of remedial action being needed.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's modern slavery and human trafficking statement for the financial year ending 31 August 2025. It was approved by the Board of Directors, who retain overall accountability for our approach, on 31 July 2025.

Signed by:  
  
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**Andrew Long**  
Director/Group COO  
31 December 2025