



eQ Technologic, Inc.

MODERN SLAVERY STATEMENT

eQ Technologic, Inc. (eQ) is U.S. based global software company providing the needs of major businesses for Business Intelligence as well as complex enterprise application data Migration and Integration using eQube® its a richly featured comprehensive platform. eQ develops its own proprietary software and provides services to implement to fit customers' needs. Virtually all the software development as well as the services are done by eQ and not subcontracted. Therefore, there is a very minimal supply chain. Because of the nature of the work, the company workforce as well as that of any subcontractors are highly educated.

eQ has three wholly owned subsidiaries: one in India, one in Germany and one in the UK.

Due to the nature of our products and services, eQ believes that it and its subcontractors are at a low risk of exposure to slavery and human trafficking. eQ is not aware of any areas of our operations and supply chain likely to lead to breach of the U.K. Modern Slavery Act 2015 (Act).

Policy, employee code of conduct and training:

An Anti-Slavery and Human Trafficking Policy was approved by the Board under the date of 11 September 2023. We had had an employee code of conduct in place since 2009, which we have regularly refreshed, which sets out the standards and behaviors we expect of our employees, including our commitment to fair working conditions. We have made it easier for employees to raise any concerns they may have by setting up a global Integrity whistleblowing portal internally referred to as the "eQ Integrity Portal." Training has been conducted with our Board, Executive Leadership Team and key members of the services team managing supply chain on modern slavery and is included in our induction process for new employees.

Managing risk in our supply chain:

We manage risk in our supply chain through the operation of an ethical procurement policy and the publication of codes of conduct for subcontractors. These codes of conduct are made available at time of contracting and as amended. They are regularly reviewed and refreshed. All subcontractors are contractually required comply with our code of conduct or to demonstrate that they have at least equivalent provisions in place.

eQ's standard terms require business partners to ensure all work conducted for eQ is undertaken in accordance with all applicable laws including anti-slavery and trafficking laws.

Employment practices:

Our employment practices are compliant with applicable employment and health and safety legislation in the relevant countries. We remain confident that there is no slavery or human trafficking taking place within our direct organization as we have a highly educated workforce and we comply with local employment laws. Where we do not engage staff directly, we require each subcontractor to adhere to the local employment and health and safety legislation.

Conclusion

We are not aware of any slavery or human trafficking taking place in our business or supply chain, and we shall continue to apply appropriate risk-based due diligence processes to ensure compliance with the Act.

This statement is made pursuant to section 54 of the Act and constitutes the slavery and trafficking statement for the financial year ended 31 December 2024 for eQ Technologic, Inc. and its subsidiaries. The statement was approved by the Board of Directors of eQ Technologic, Inc. on 8 January 2025.

For and on behalf of eQ Technologic, Inc.



Kunal Khaladkar
Chief Executive Officer
8 January 2025