



Bell Modern Slavery Statement for the financial year ending 31 March 2025

Introduction from Manpreet Gill, the Chief Executive Officer

Modern slavery is a crime and a violation of fundamental human rights. It takes many forms, including slavery, servitude, forced and compulsory labour and human trafficking, all of which involve the exploitation of individuals for personal or commercial gain. Victims of modern slavery can be of any age, gender, nationality or background. Bell Microsystems Limited has a zero-tolerance approach to modern slavery and human trafficking within both our operations and our supply chains.

We are committed to ensuring transparency in our business and to taking meaningful steps to address modern slavery risks in line with the Modern Slavery Act 2015 and the UK government’s updated statutory guidance published in March 2025. We expect the same high standards from our contractors, suppliers and business partners, and our supplier contracts prohibit the use of forced, compulsory or trafficked labour. We also require our suppliers to hold their own suppliers to the same standards.

This statement covers the financial year 1 April 2024 to 31 March 2025 and explains the actions Bell has taken, the progress made, the challenges encountered, and the commitments we are setting for the future.

Organisational structure, operations and supply chains

Bell Microsystems Limited (“Bell”), trading as Bell Integration, was founded in 1995 and provides IT hardware, services and consultancy to businesses worldwide. For thirty years, we have delivered technology consultation and managed services that enable organisations to transform their IT capabilities and improve productivity and efficiency.

Headquartered in the United Kingdom, Bell has subsidiaries across the globe. As of 31 March 2025, Bell employed 977 people worldwide in a mix of full-time and part-time roles. We work with leading organisations across the financial services, telecommunications, government and public sectors, who rely on us to ensure their IT services and infrastructure remain scalable, resilient and secure.

Our supply chain is global and diverse. We work with more than 800 third-party suppliers in over twenty countries, most of whom are based in Europe, but also across the Middle East, Asia and North America. These supply chains cover both the provision of goods, such as IT hardware, and services, including labour supplied through recruitment agencies, subcontractors, logistics, cleaning and catering. We expect all suppliers to operate in an ethical, transparent and lawful way and to uphold the highest standards of human rights and labour practices.

10 York Road, London, SE1 7ND
T +44 (0)2392 825925 E enquiries@bell-integration.com www.bell-integration.com

Bell Integration is the trading name of Bell Microsystems Ltd. Registered in England. No. 3102360.
Registered address: Bay House, Compass Road, Cosham, Portsmouth, PO6 4RS.
Bell Microsystems is certificated by Lloyds Register (LR) to the following standards:
ISO 9001 (Quality), ISO 14001 (Environment), OHSAS 18001 (Health & Safety) and ISO 27001 (Information Security)



Risk Assessment and Due Diligence

We continue to assess the risk of modern slavery and human trafficking across both our own operations and our supply chains. While the risk within our direct business operations remains low, we recognise that there are potential areas of higher risk, particularly within complex hardware supply chains, labour provision through recruitment agencies, and outsourced service providers where labour is intensive.

All suppliers go through a thorough onboarding process which includes financial and compliance due diligence and mandatory acceptance of Bell's Supplier Charter. UK-based suppliers are onboarded via our automated Supplier Management platform, which uses a risk-based screening questionnaire to assess issues such as compliance certification, insurance, security policies and modern slavery risk. Suppliers are required to update their information and evidence annually. For suppliers outside the UK, similar checks are conducted outside of our automated system and we require formal acceptance of our Supplier Charter, which includes explicit commitments on modern slavery, child labour and sustainability.

If any supplier fails to meet these standards, or if we find evidence of modern slavery, we will act swiftly to investigate and, if necessary, remove them from our supply chain. In FY 2024/25, no cases of modern slavery were identified. However, we recognise that risk remains, particularly beyond our tier 1 suppliers, and that ongoing vigilance is essential.

Employees and other stakeholders are encouraged to raise concerns via our Whistleblowing Policy, which ensures confidentiality and appropriate investigation of any reports. During the reporting period, no whistleblowing complaints relating to modern slavery or human trafficking were received.

Training, Awareness and Communication

Raising awareness and strengthening the capability of our people is central to our approach. All new employees are introduced to modern slavery risks during induction and are required to complete our e-learning module on modern slavery. This training is refreshed every three years.

We also make sure our expectations are clearly communicated to suppliers, contractors and business partners from the outset of our relationship and reinforced through ongoing engagement. Our policies, including the Anti-Slavery and Human Trafficking Policy and Supplier Charter, are made available to all relevant stakeholders.

Policies, Procedures and Guidance

Bell has a range of policies and procedures that support the identification, prevention and remediation of modern slavery. These include our Anti-Slavery and Human Trafficking Policy, our Supplier Charter, and our Whistleblowing Policy. These policies are supported by contractual terms requiring compliance with UK modern slavery law and relevant foreign laws, and suppliers are obliged to flow these requirements down to any subcontractors.

Our governance framework ensures accountability at the highest levels of the business. The Board reviews and approves this statement annually.

Measuring effectiveness of steps being taken and KPIs

We understand that policies alone are not enough. To assess the effectiveness of our actions we use a range of indicators, including the percentage of suppliers signed up to our Supplier Charter, the completion rates of employee training, the number of supplier assessments conducted, and any whistleblowing reports received.

In FY 2024/25, 100% of new suppliers accepted our Supplier Charter or provided alternative evidence of their compliance with its principles. No grievances or reports relating to modern slavery were received. Our performance on environmental, social and governance matters was again recognised through the renewal

of our EcoVadis Bronze rating in March 2025. We continue to review our own purchasing practices, recognising that commercial pressure — such as aggressive pricing or unrealistic lead times — can unintentionally increase the risk of labour exploitation. We are committed to working with suppliers in ways that promote sustainable and fair practices.

Limitations and future commitments

We recognise that challenges remain, particularly in obtaining visibility beyond our tier 1 suppliers and in some geographies where modern slavery risk is inherently higher. Our priorities for FY 2025/26 include extending our automated supplier onboarding to include non-UK suppliers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. This statement has been approved by the board of directors of Bell Microsystems Limited and its relevant subsidiaries on 3rd October 2025.

Signed by:

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Manpreet Gill

Director and CEO