

INTEGRAL MEMORY PLC

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL YEAR 1 OCTOBER 2025 TO 30 SEPTEMBER 2026

INTRODUCTION

This modern slavery and human trafficking statement is made on behalf of Integral Memory Plc pursuant to section 54(1) Modern Slavery Act 2015.

OUR BUSINESS

Integral Memory Plc produces a wide range of memory and storage products including DRAM, memory cards, USB drivers, Solid-State-Drivers (SSD) and Industrial memory solutions. It also produced LED lighting products such as spotlights, LED battens, and LED Strip. All our products are warranted and supported

We operate from facilities in the UK and have further sales offices in France and the Netherlands. Our products are sold by resellers in more than 50 countries and are trusted by large corporates, government departments and education

OUR SUPPLY CHAINS

Integral Memory Plc has a zero-tolerance approach to modern day slavery and human trafficking and are committed to acting ethically and with integrity in all our business dealings and relationships.

We expect the same high standards from all our supply chain, contractors, employees and other business partner, and we expect that our suppliers will hold their own suppliers to the same high standards.

Employees within our business with direct dealing with our supply chain are fully committed to The Modern Slavery Act 2015 and have the required experience in their field enabling them to remain vigilant when dealing with our suppliers and undertaking observation and checks.

COMPANY APPROACH

At strategic level we only deal with companies that we consider ethical and honest.

Employees are aware of the need to raise any issues directly with the Directors of the Company where there is suspicion or concerns in relation to Modern Slavery of Human Trafficking in any part of the business or supply chains of any supplier.

OUR POLICIES AND CONTROLS

Our policy in relation to the Modern Slavery Act 2015 is accessible via the Company's Policy and Procedures intranet.

This policy will be kept up to date, particularly as changes in the organisation and operation of the Company occur. To ensure this, the policy and the way it is operated will be reviewed and

revised as necessary at regular intervals and at a minimum every year.

DUE DILIGENCE PROCESSES

We can confirm that we undertake vetting suppliers and requiring suppliers to ensure commitment to paying local minimum/living wage, impose reasonable working hours and conditions, conducting risk assessments, having procedures in place for dealing with any concerns or incidents of modern slavery or human trafficking (including protecting whistleblowers), assigning responsibility for this area to senior figures in each part of the business who report to the board.

TRAINING

Internal training in relation to the Modern Slavery Act 2015 will be provided to all employees who have dealings with any of our suppliers.

APPROVAL

This modern slavery and human trafficking statement is approved by the Managing Director of Integral Memory Plc.

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Managing Director

Date: 2 October 2025