



Loop Works Modern Slavery Act Statement for the Financial Year ending 31 December 2023

1. Statement

Loop is a technology company operating a Talent Management and communication Platform for Users. For Partners, we provide an Enterprise CRM Platform allowing businesses to Engage and Manage their employees and contractors. At Loop we are committed to the highest standards of business conduct in our relationships with each other, our users, our shareholders and our customers, suppliers and partners.

We recognize that servitude, slavery, forced labor (including debt bondage) and human trafficking (collectively, for the purposes of this statement, "Modern Slavery") are global issues and that no industry is immune. Loop is committed to preventing acts of Modern Slavery from occurring within its business and supply chain. Our Supplier Code (as defined below) specifically prohibits the use of involuntary labor, including bonded or indentured labor, in our business operations, including in our supply chain.

This statement is made in accordance with the Modern Slavery Act 2015 for the financial year ending 31 December 2023 and sets out steps and the primary measures that Loop has taken to ensure the prevention of Modern Slavery in all business operations and in its supply chain.

2. Company structure of the organization

Loop includes a group of operating companies that includes Loop Works, LLC, Loop Works Holdings Ltd, mResource, LLC, Loop Operating Company Ltd and their respective subsidiaries and affiliates, which operating companies are part of the Loop group of companies ("Loop Group"). More about the nature of our business and products is available here: <https://www.loopworks.com>.

The majority of our procurement activities are related to the purchase from third party suppliers of IT Services related to our Platform Operations and professional services. Certain Loop companies have key agreements with various business partners in relation to sales operations, technology and intellectual property licensing, and product development, promotion, and distribution.

In order to provide our services, we contract with a broad range of suppliers including technology and telecommunications providers, professional services organizations, and facilities management suppliers. Contracting with suppliers, and diligence activities with respect to our supply chains are primarily the responsibility of Loop operations and management team.



3. Policies

As part of our commitment to combating Modern Slavery, we have implemented and enforced a Loop Supplier Code of Conduct defines the ethical business practices that our suppliers must adhere to.

The Loop Operations team is responsible for review of our suppliers as we conduct our due diligence. This is our primary mechanism to ensure suppliers promote ethical conduct in the workplace, safe working conditions and the treatment of workers with respect and dignity. It is our general practice to review the Supplier's business profile, and examine various risk factors to determine whether the supplier is at risk for non-compliance with our policies and expectations. Under the Supplier Code, suppliers are required, and the public is encouraged, to report violations of the standards in our Supplier Code. Under the Supplier Code, suppliers are further bound to prevent any retaliation against whistleblowers.

4. Due diligence

As part of our efforts to monitor and reduce the risk of Modern Slavery and human trafficking occurring within our supply chains, we have adopted the due diligence procedures described below.

Our procedures and policies are designed to:

- establish and assess areas of potential risk in our business and supply chains
- monitor potential risk areas in our business and supply chains
- reduce the risk of slavery and human trafficking occurring in our business and supply chains
- provide adequate protection for whistle-blowers

Loop is engaged in an ongoing assessment of the nature and extent of its exposure to the risk of Modern Slavery occurring in its supply chain. Operations reviews the key elements of the supply chain that are international, high-turnover in nature, and where Loop is engaging newly selected or, given the nature of Loop Operations, acquired vendors. In most cases, the presence or degree of these factors guides the company's determination as to whether further diligence is necessary.

5. Risk and compliance

As a result of the nature of our business operations we believe there to be a relatively low risk of instances of Modern Slavery in our business operations. Loop acknowledges, however, that Modern Slavery is a global problem and that all industries are or could be affected, and as a result each company needs to remain vigilant. In general, we are pro-active in both our Supplier monitoring and management, this enables Loop to react or respond to suspected or actual violations of our Supplier Code in a flexible manner appropriate for the nature of the violation. While violations can result in Loop revising or terminating a supplier relationship, we intend for



most suspected non-compliance to be addressed by investigation and, where appropriate, the establishment of a corrective action plan.

In our business relationships and procurement activities we take various steps through our contracts and agreements to prevent any complicity in Modern Slavery and seek to ensure that our Suppliers observe the same high standards. Supplier code requires compliance with applicable laws and regulations as well as outlines our ethical values and expectations of integrity.

We also seek to ensure that our business development and procurement activities are further governed by Loop standard Master Service Agreements or Supplier Terms & Conditions which, where possible, require that Suppliers comply with applicable laws and regulations.

6. Training

Loop has delivered training since 2018 to assist its business operations teams in recognizing the risks in our business and supply chains, and to assist in the risk assessment described herein. The training also provides structure and guidelines for interacting with Suppliers and manage our ongoing due diligence.

7. Further actions and sign-off

Loop continues to integrate controls relevant to Modern Slavery within our Supplier management and operations. Loop added a new Supplier tool and process in Q2 2022 to ensure audit and transparency for all key vendor activities. This Intake tool is also designed with the capability to integrate controls relevant to Modern Slavery within it.

Loop continues to diligently review and, where necessary, update our contracts, policies and training program, and continually review our Supplier and procurement policies. Loop continues to remain vigilant to identify and mitigate the risk of Modern Slavery in its business and supply chains.

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and constitutes Loop's slavery and human trafficking statement for the financial year ended December 31, 2023. This statement has been approved by the Executive of Loop Works.

For and on behalf of Loop Works

A handwritten signature in black ink, appearing to be "John Hancock", written over a horizontal line.

John Hancock

CEO