



# UK Modern Slavery Act Statement

Kinly Bidco Ltd

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## About this statement

Kinly Bidco Ltd, headquartered in Sunbury, UK, forms part of the Kinly Holding B.V. Group. This statement is made in accordance with section 54 of the Modern Slavery Act 2015 and sets out the steps taken to prevent modern slavery and human trafficking within our business and supply chain during the financial year ending 31 December 2025. It reflects the approach taken across Kinly's operations.

Following the integration of Kinly and Yorktel in 2025, the two organisations operated as separate legal entities during the reporting period. On 1 April 2026, York Telecom Limited became a subsidiary of AVMI Kinly Ltd as part of the ongoing integration. At the time of publication, this statement also covers relevant Yorktel operations in the United Kingdom, with alignment to the framework set out in this statement continuing to progress during 2026.

## About Kinly

Kinly is a global provider of workplace and collaboration technology, formed through the integration of Yorktel and Kinly. The group combines capabilities in systems integration, managed services, and events to support complex and business-critical environments. With over 1,400 employees across 25 offices worldwide, Kinly delivers AV and UC solutions, digital signage, and global support services.

### Our UK suppliers

To deliver solutions for our UK customers, we have relationships with hundreds of global suppliers. These suppliers include equipment manufacturers and distributors. We source our products from leading companies with a proven and established track record of supply to the audio-visual sector. We also work with corporate services providers.

### Our UK workforce

In our UK entities, AVMI Kinly Ltd and York Telecom Ltd, we employed 540 people at the end of 2025.

## Managing our modern slavery risk

### Supply chain due diligence

#### Assessing supply chain risk

We understand the specific ethical risks associated with our suppliers, including forced labour, excessive working hours, underpayment, and poor working conditions. Our supply chain represents our greatest potential exposure to modern slavery, and we recognise our responsibility to take a robust approach to managing this risk.

We use the EcoVadis risk assessment tool to evaluate the ESG risk profile of our suppliers. All suppliers with an average annual spend exceeding €5,000 were included in this risk screening by the end of 2025. This process assigns each supplier an inherent risk level based on environmental, social, and ethical risks linked to their industry and operating countries, drawing on external data sources. Internal factors such as spend and criticality are then used to prioritise follow-up.

We require all major suppliers to either have valid EcoVadis scorecards or plans in place to move towards standardised reporting. We review these scorecards and ongoing improvement action plans through quarterly and annual business reviews. For lower-tier suppliers, we focus on those with an elevated risk profile.

## Modern slavery lens

Our risk mapping also assesses our supplier base through a modern slavery lens, specifically identifying suppliers where action should be prioritised based on a combination of their risk profile and our relationship with them. This analysis identified a small number of suppliers in 2025 with whom we will directly engage in 2026 to reduce modern slavery risk.

## Supporting our people

### Right to work

We only recruit individuals with a legal right to work in the country where they will be employed. All offers of employment will be subject to the candidate providing the required original documents, employment references, and undertaking right to work and criminal record checks.

### Training and awareness

All new Kinly employees are required to complete an induction within the first weeks of their employment. This includes a specific training module on the issues of modern slavery, with guidelines on how to identify and prevent it.

## Monitoring performance

Our main metric for monitoring the success of our actions to prevent modern slavery risk is the overall risk profile of our supply chain. We aim to reduce the number of high and medium risk suppliers and will be monitoring this year-on-year.

We also track data relating to:

- The number of suppliers to sign up to the Supplier Code of Conduct and confirm that they comply with the Modern Slavery Act. Target: 100%
- The number of new employees to complete modern slavery. Target: 100%

Ethical concerns, including those related to modern slavery, can be raised through 'SpeakUp', Kinly's anonymous whistleblowing helpline, which is accessible to employees and external stakeholders. No reports were received in 2025.

## Relevant policies

We have a number of policies that set out the expectations we have of our suppliers and our people, including in relation to modern slavery and human trafficking. These include:

### Kinly Code of Conduct

Kinly's Code of Conduct sets out the basic principles for all employees of Kinly. We require all our employees to read, understand, and apply the Code in their day-to-day work. It covers the importance of creating a diverse and inclusive workplace, prioritising health and safety, and our zero-tolerance approach to discrimination or harassment.

### Supplier Code of Conduct

Our Supplier Code of Conduct describes the moral and ethical behaviour that is expected from our suppliers. We expect all our suppliers and their employees and subcontractors to read, understand, and apply the Code in their business processes. Suppliers are required to demonstrate that they provide safe working conditions, treat workers with respect and dignity, and act ethically and within the law in their use of labour.

Both our Kinly and Supplier Codes of Conduct are aligned with the ten principles of the United Nations Global Compact and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. Both Codes are available on our company website.

### **Sustainable Procurement Policy**

Our Sustainable Procurement Policy ensures that sustainability considerations are embedded within our procurement principles and processes. The policy is available to all Kinly colleagues and covers how sustainability risks, including those related to human rights and modern slavery, are assessed and managed in our supplier relationships.

### **SpeakUp Policy**

Kinly encourages all its employees, customers, and other business partners to report any concerns related to the direct activities of Kinly or its supply chains. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Kinly's anonymous SpeakUp procedure is designed to make it easy to make disclosures without fear of retribution.

### **Recruitment Policy**

Our Recruitment Policy sets out the expectations for line managers and the responsibilities of our People team throughout the recruitment process. This includes fair and unbiased recruitment practices and right-to-work checks.

This statement is approved by:



**Ken Scaturro, CEO**

**June 2026**



## Why Kinly?

Bringing people & technology together for better productivity wherever the work happens – because great things happen when people work together

**01**

### **EXPERIENCED**

Dedicated expertise in planning, supplying, integrating and managing market-leading visual collaboration services.

**02**

### **PROVEN**

Globally recognized businesses relying on us for secure and flexible meeting and collaboration services.

**03**

### **INDEPENDENT**

A leading partner with the world's top vendors to deliver the best choice of solutions for public and private sector businesses.

**04**

### **SCALE**

An end-to-end provider of workspace transformation services with worldwide.