Chain IQ Modern Slavery and Human Trafficking Statement 2025

Introduction

Chain IQ is committed to preventing modern slavery and human trafficking in all areas of our business and supply chains. This statement outlines the steps we have taken during the financial year ending 31 December 2025 to identify, prevent, and address modern slavery and human trafficking in our operations and supply chains, in accordance with the UK Modern Slavery Act 2015. This policy applies to all employees, contractors, suppliers, and business partners of Chain IQ Group AG and its subsidiaries, including Chain IQ UK Limited. It also covers our interactions and operations conducted on behalf of clients.

Organizational Structure and Supply Chains

Chain IQ is a leading global independent indirect procurement service company providing strategic, tactical and operational procurement for its clients. Chain IQ operates from 6 main centers and 21 offices around the world – headquartered in Switzerland with hubs in Zurich, New York, London, Singapore, Mumbai and Bucharest to service more than 50 countries (including Germany, Poland, China, Hong Kong, Japan and Australia) and over 55 clients.

Chain IQ's growing team of 700+ experts is known for generating significant value via 3rd party spend management through volume bundling from its global clients, digitalization of procurement processes as well as achieving latest ESG standards.

Policies on Modern Slavery

Chain IQ has established a comprehensive set of policies designed to combat modern slavery and human trafficking. These policies form the foundation of our commitment to ethical business practices and our zero-tolerance stance towards modern slavery. They include:

Modern Slavery Statement This statement outlines our commitment to upholding ethical business practices and our uncompromising stance against modern slavery in all its forms.

Sustainability report: Through our annual reporting, we publicly commit to and report on responsible business practices that support human rights standards as part of our broader environmental and social initiatives.

Supplier Code of Conduct: This code requires all suppliers to adhere to our ethical standards, including the prohibition of forced labour, child labour, and human trafficking across our supply chain.

Integrity Policy: We provide clear mechanisms for employees and third parties to report concerns related to modern slavery or other unethical practices without fear of retaliation, ensuring transparency and accountability.

Chain IQ Code of Conduct: Applicable in all circumstances, this code defines the standards by which Chain IQ conducts business. Violations of this code may lead to disciplinary action, up to and including dismissal, and, where necessary, reporting to the appropriate authorities.

These policies collectively reinforce our commitment to protecting human rights and ensuring that our operations and supply chain remain free from modern slavery and human trafficking.

Risk Assessment, Management and Due Diligence

To identify and mitigate risks of modern slavery within our operations and supply chains, Chain IQ has implemented the following due diligence processes, including:

Risk Mapping: We conduct risk assessments to identify high-risk areas within our supply chains. This process considers factors such as geography, industry sector, and supplier-specific risks to ensure we are targeting potential vulnerabilities.

Supplier Assessment: We perform ESG background assessments on our largest suppliers, informed by risk data, to ensure compliance with our ethical standards and relevant legal requirements. This ensures that our suppliers algin with our commitment to combat modern slavery.

Ongoing Supplier Monitoring: We actively monitor our top suppliers on a continuous basis, focusing on any human rights issues. This allows us to identify and address any risks related to modern slavery, ensuring swift action when necessary.

Client Operations Review: We evaluate the supply chains and procurement practices of operations conducted on behalf of our clients. This includes risk mapping, supplier assessments, and their implementation of remediating actions to ensure compliance with modern slavery policies and the highest ethical standards.

Training and Capacity Building

Chain IQ recognizes that training and education are critical components in combating modern slavery. In 2025, we delivered compliance training sessions on our code of conduct, including modern slavery awareness and reporting mechanisms. This training is mandatory for all employees and forms a key part of our onboarding process for new hires.

In addition, procurement and sourcing specialists receive training on Responsible Supply Chain Management, which covers modern slavery and human trafficking.

We have engaged with clients to raise awareness on human rights issues including modern slavery and to support their efforts in aligning their procurement practices with globally recognized standards.

Monitoring Effectiveness

Chain IQ is firmly committed to preventing modern slavery and ensuring that our efforts remain effective and relevant. To achieve this, we regularly update and review our policies and procedures, ensuring that they are clearly communicated to all employees and supplier. By fostering a culture of transparency and openness, we seek to encourage accountability across our operations and supply chain.

We are dedicated to continuous improvement and apply ethical principles in all aspects of our work. Through these efforts, we strive to make a significant and positive impact on the lives of our workers and communities affected by our supply chain activities.

Continuous Improvement

In addition to the regular monitoring and update of our procedures, we use an external tool to enhance our ability to track and improve supplier screenings of our top suppliers, with a focus on identifying and mitigating risks related to environmental, ethical, and social factors within our supply chain. This proactive approach is designed to further reduce any potential risks associated with modern slavery.

Our ESG Advisory Board, composed of both internal and external members, continues to provide valuable guidance to the long-term development and improvement of our Environmental, Social, and Governance (ESG) strategy.

We remain vigilant in monitoring our supply chain, and should we identify any emerging risks or an increase in risk prevalence, we are committed to revising and updating our policies and procedures to address these challenges effectively.

Approval

We publish an annual Modern Slavery and Human Trafficking Transparency Statement, outlining the steps taken throughout the financial year (2025) to address risks related to modern slavery. This statement is reviewed and approved by the Group Executive Board. To maintain transparency and accessibility, the statement is made publicly available on our website, with a direct link provided on the homepage.



Marcel Stalder

Group CEO Chain IQ Group AG