



SOLITA OY

Modern Slavery and Human Trafficking Statement

For the financial year 2025

**Prepared in accordance with Section 54 of the UK Modern Slavery
Act 2015**



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1 Introduction

Solita Oy (Solita or the company) is committed to the highest standards of ethical conduct and human rights. We do not tolerate any form of modern slavery or human trafficking in our operations or supply chains. Solita has been committed to the United Nations Global Compact initiative – the world's largest corporate sustainability initiative – since 2019. The initiative's Ten Principles relate to human rights, labour, environment and anti-corruption goals. It includes the elimination of all forms of forced and compulsory labour, the effective abolition of child labour, and the elimination of discrimination in respect of employment.

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and pertains to the financial year 1 January to 31 December 2025. It applies to Solita and its UK subsidiary, PUBLIC Group International Ltd, which carries on part of our business in the United Kingdom.

2 Our Organisation

Solita is a Finland headquartered leading Data & AI driven digital transformation partner in the Nordics and in Europe. We provide IT and data services, including strategy and design, AI and data, digital services and software development, cloud managed services, and integration services.

We serve customers globally across both public and private sectors.

Our UK subsidiary, PUBLIC Group International Ltd, supports service delivery and business development in the United Kingdom.

3 Our Supply Chains

Our supply chains primarily involve:

- Subcontracted IT professionals and consultants
- Cloud and infrastructure service providers
- Technology hardware and software vendors
- Facilities and support services

While the risk of modern slavery is lower in the core service activities we perform, we recognise the potential risk in areas such as subcontracted labour, and procurement of physical IT equipment. Almost all of our direct suppliers are in the EU and the UK, but some products we procure (for example IT hardware) may have upstream supply chains extending beyond these regions.



4 Our Policies

We maintain internal policies that reflect our commitment to ethical conduct and compliance with applicable laws. The policies are available to all employees on our intranet:

- **Code of Conduct:** As a company, we respect human rights and strongly condemn all activities that are against the law or violate human rights. We do not accept the use of child labour or human trafficking.
- **Partner Code of Conduct:** Requires partners to respect human rights and strongly condemn all activities that are against the law or violate human rights. Partners shall not accept the use of child labour or human trafficking.
- **Supplier Code of Conduct:** Requires suppliers to uphold fair labour practices and prohibits forced or involuntary labour.
- **Whistleblowing Policy:** Provides a channel to report suspicions of misconduct. It is available for employees, subcontractors, customers and partners at [WhistleB, Whistleblowing Centre](#).
- **Gender Equality and Diversity Policy.** Promotes gender equality and non-discrimination, covering recruitment, working conditions, pay, leadership, training, and workplace bullying. Ensures competence-based attraction, evaluation, and selection to limit biased thinking and build diverse teams. Includes specific commitments to inclusion and positive actions for vulnerable groups.
- **Standard operating procedure for Supplier Management.** Provides comprehensive guidelines for supplier management within the company. It outlines best practices for categorization, quality control, collaboration, risk management, due diligence, and other critical aspects to ensure a consistent and high-quality supply chain.

5 Due Diligence and Risk Assessment

We assess modern slavery risks in our supply chains using a risk-based approach, considering:

- Country risk ratings (based on external benchmarks)
- Type of services or goods being procured
- Use of subcontracted or outsourced labour

New suppliers and partners are subject to screening, and we include contractual clauses addressing compliance with anti-slavery obligations where relevant. Risk identification and escalation is done as part of supplier relationship management.



Any known history of unethical practices may disqualify the supplier.

In line with our policy, in 2025 an annual formal risk assessment was done for critical and significant suppliers by the procurement team.

6 Training and Awareness

We provide targeted training to relevant teams, particularly in procurement.

This ensures that those with responsibility for third-party relationships understand the indicators of modern slavery and our internal reporting mechanisms.

7 Measuring Effectiveness

We assess our effectiveness through:

- Monitoring supplier compliance where risk is identified
- Internal audit findings and incident reports
- Employee feedback and whistleblower reports

The results are annually reported in Solita Sustainability Report, which is available on our website.

We did not identify any confirmed instances of modern slavery or human trafficking in our operations or supply chains during the reporting period through our existing controls and reporting channels.

8 Approval

This statement has been approved by the Board of Directors of Solita Oy on 30 January 2026 and is signed by a Director. It is made available on our website <https://www.solita.fi/modern-slavery-statement/>, in accordance with the Modern Slavery Act 2015.

Signed electronically:

Jari Niska

Member of the Board of Directors

Solita Oy

30 January 2026