



ANNUAL MODERN SLAVERY STATEMENT FYE 2023

This statement relates to Craneware plc, covering all business regions and its subsidiaries for the financial year ending 30 June 2023.

INTRODUCTION

Craneware plc (AIM:CRW.L) is a publicly traded international technology company with headquarters in Edinburgh, Scotland (United Kingdom), along with subsidiaries and offices in the United States of America. We are committed to conducting our dealings with customers, suppliers, employees and the communities in which they are based, with the utmost integrity and, as such, we are committed to supporting the elimination of acts of modern slavery. In all our dealings, we are required to respect people and to value their diversity to support better outcomes for all.

ADHERENCE TO OUR ETHOS

We recognize our responsibility for upholding and protecting the human rights of our employees and other individuals with whom we deal in our operations across the world. We have zero tolerance for slavery and human trafficking.

Our Anti-Slavery and Human Trafficking Policy reflects our commitment to act ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. To ensure that those we work with comply with our ethos, we require those in our supply chains to adhere to the Policy and incorporate it into their own business practices. If a company in our supply chain fails to comply with the Policy, we may terminate our contract and cease to do business with them.

IDENTIFYING, ASSESSING AND MANAGING RISK

Assessment around the risks of modern slavery is kept under continuous review to confirm if circumstances change, requiring the introduction of additional actions. Potential suppliers must demonstrate their capability to meet our contractual requirements. We also look for a clear demonstration of commitment to corporate social responsibility.

Employees are required to comply with the Policy and encouraged to report any concerns they may have in relation to anti-slavery and human trafficking. Any violation of the Policy may result in disciplinary action, including dismissal.

We have a clear Whistleblowing Policy in place, published on our company intranet, which allows our employees to easily report any anti-slavery and human trafficking concerns in confidence without fear of disciplinary action.

EFFECTIVE ACTION TO ADDRESS MODERN SLAVERY

It has been included in contractual arrangements where appropriate.

TRAINING AND AWARENESS

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and in our business, we provide training to our employees as part of our annual Legal and Regulatory Curriculum.

This statement has been approved by the Board of Directors of Craneware plc on July 2023 and is made in accordance with Section 54(1) of the Modern Slavery Act 2015.

Craig Preston

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Craig Preston
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Chief Financial Officer, For and on behalf of Craneware plc, July 2023