

# Reversesec Policy on the Modern Slavery Act 2015

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**This statement is made on behalf of Reversesec and pursuant to section 54 of the Modern Slavery Act 2015.**

At Reversesec, we exist to build trust in society and to keep people and businesses safe. Our purpose is built on high ethical practices, and we adhere to high standards including our commitment to combatting slavery and human trafficking. To ensure that slavery and human trafficking have no place in our business, we are committed to protect and promote human rights while complying with trade regulations and requirements.

The UK Modern Slavery Act requires our business to disclose the efforts we have taken during the preceding financial year to ensure that our business operations and supply chain are free from slavery and human trafficking. Our preceding financial year ended on 31st December 2024, however Reversesec was officially incorporated on 1<sup>st</sup> June 2025 so all reporting will be done from this date.

### Organisation structure

Reversesec provides offensive Cyber Security Consulting services direct to businesses. The parent company is Reversesec Consulting AB, a private Swedish company. At the end of 2024, the company consisted of 250 employees operating from over 8 offices across Europe, America and the Asia-Pacific region. Reversesec had a global turnover of ~€30 million in 2024. Our business in the United Kingdom is a local legal entity called Reversesec UK Limited and may include sales from other overseas entities into the United Kingdom.

Reversesec are committed to ensuring that there is no slavery or human trafficking in its supply chains, employment practices, or in any part of the business. The guidance available to employees reflects the commitment to acting ethically in business relationships and to implementing and enforcing effective controls that ensure slavery and human trafficking is not taking place.

The Reversesec Code of Conduct states that we comply with trade laws that impact its operations, including export control and international sanctions regulations. Reversesec abides by responsible disclosure practices that help people and organisations defend themselves against hostile actors. Reversesec are transparent in its operations and cooperate with the authorities to ensure compliance with laws and regulations. The Code of Conduct, adopted by the Board of Directors, states the expectation that all employees and business partners are committed to upholding the fundamental human rights of

Reversesec honour internationally recognised human rights standards, including the right to freedom of opinion and expression, as well as the right to freedom of conscience and religion. Reversesec aim to protect people's digital lives and, among other things, help schools, hospitals, and even cities to create safe networks. Reversesec actively ensure safe and healthy working conditions and do not tolerate any use of child labour, any form of forced labour, or any other human rights violations.

### Supply chains

All goods and services are produced or provided by Reversesec employees and officers, who are legitimately employed within the conventional legal frameworks of states founded upon democratic values. In cases which utilise resellers or other third-party partners to deliver products and services, Reversesec ensure that they are reputable organisations from countries with analogous legal systems which are dedicated to the same values. Reversesec enter into contracts with suppliers, which have certain obligations, for example that they and any subcontractors shall comply with applicable laws. For key suppliers, a due diligence assessment may be undertaken. If issues are identified, appropriate investigative and remedial actions will be taken.

As part of our initiative to identify and mitigate risk, Reversesec have in place systems to:

- Identify and assess potential risk areas in its supply chains.
- Mitigate the risk of slavery and human trafficking occurring in supply chains and monitor potential risk areas.
- Protect whistle-blowers.

The Board of Directors and relevant internal departments have established policies to achieve compliance with supply chain and anti-slavery commitments. The Board of Directors of the UK entity, Reversec UK Limited, have approved this Statement on 17th June 2025.

*Scott Reininga*

Signed:\_\_\_\_\_

*Victoria Murphy*

Signed:\_\_\_\_\_

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Title: CEO

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Date: 17<sup>th</sup> June 2025

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Document Control

Date	Change	Change by	Issue
9 <sup>th</sup> June 2025	Document Created	Victoria Murphy	V0.1
10 <sup>th</sup> June 2025	Document QA & Signed	Scott Reininga	V0.2
17 <sup>th</sup> June 2025	Document Published	Victoria Murphy	V1.0

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