

Introduction

The UK Modern Slavery Act 2015 (the “**Act**”) addresses modern slavery and human trafficking in internal and external supply chains, both in the UK and the rest of the world. Deloitte Asia Pacific Services Holdings Limited (“**DAPSHL**”) has a strong commitment to being a responsible business, and this statement provides details of how we operate and the steps we have taken to address and mitigate the risk of modern slavery and human trafficking in our supply chains or any part of our businesses during the financial year ended 31 May 2026.

Background

DAPSHL is a UK private company limited by guarantee that provides services to its members together with its subsidiary, Deloitte Asia Pacific Services Limited, to further regional alignment, cooperation and consistent strategy execution amongst the members. Members of DAPSHL are Deloitte firms located in the Asia Pacific region, each of which are separate and independent legal entities. None of these legal entities can obligate or bind any other legal entity and are only liable for their own acts and omissions and not those of any other.

DAPSHL does not provide services to third party customers or clients.

As Deloitte Asia Pacific Services Limited is an entity incorporated in the Hong Kong Special Administrative Region of the People’s Republic of China it is not subject to the Act and this statement refers to DAPSHL alone.

Steps we take within DAPSHL to address modern slavery and human trafficking

We regularly assess where there may be risks of modern slavery and human trafficking within our operations and supply chains. As part of this process, we consider the effectiveness of our existing controls and processes in identifying, preventing and mitigating such risks.

As a captive service provider supporting Deloitte firms across the Asia Pacific region, we consider the risk of modern slavery and human trafficking within our direct operations to be low. Nevertheless, we maintain a range of policies, training programmes and reporting mechanisms designed to promote ethical conduct and support the early identification and mitigation of potential risks.

Directors and officers of DAPSHL are required to adhere to the Global Principles of Business Conduct (the “**Global Code**”). The Global Code reflects our commitment to conducting business ethically and with integrity, including respecting human rights and promoting responsible business practices. It also requires our people to support a responsible supply chain and not condone illegal, unethical or exploitative conduct by suppliers, contractors, or alliance partners.

Directors and officers of DAPSHL are required to confirm their commitment to the Global Code on an annual basis and are expected to make decisions consistent with Deloitte’s Shared Values:

- lead the way;
- serve with integrity;
- take care of each other;
- foster inclusion; and
- collaborate for measurable impact.

To support these expectations, directors and officers also undertake ethics training (on commencement; biennially thereafter) and receive ongoing communications designed to reinforce ethical decision making, responsible leadership and compliance with the Global Code.

We also actively encourage the prompt reporting of any concerns relating to potential misconduct, unethical behaviour, human rights issues or other ethics related matters. Concerns may be raised

directly with our Ethics team, People and Purpose team or by using Deloitte Speak Up, our independently operated ethics helpline. Deloitte SpeakUp is available via telephone and through a secure online platform and allows for concerns to be raised anonymously. Reports received through Deloitte SpeakUp are assessed and managed by the Asia Pacific Conduct Leader or their delegate, working in conjunction with appropriate People and Purpose and Legal stakeholders. Concerns are reviewed and where appropriate, investigated in accordance with our established policies and procedures.

Steps we take in our supply chain to address modern slavery and human trafficking

We are entitled to receive services from certain entities within the Deloitte Network, including Deloitte Global Services Holdings Limited (“**DGSHL**”) and Deloitte Global Services Limited (“**DGSL**”). DGSL personnel are required to comply with the Global Code and the Deloitte Global Code of Ethics and Professional Conduct (“**Deloitte Global Code of Ethics**”).

The Deloitte Global Code of Ethics provides resources and guidance to enable DGSL personnel to make professional choices that are consistent with the Global Code. DGSL personnel must annually confirm their commitment to comply with the Global Code, the Deloitte Global Code of Ethics and/or their member firm code of ethics when providing services on behalf of the DGSL or its related entities.

External supply chain

DAPSHL engages with external suppliers in limited circumstances.

We have a Supplier Code of Conduct, which our suppliers are required to follow, and we expect organisations with which we do business to uphold our commitment to human rights. The Supplier Code of Conduct outlines the minimum expectations of suppliers to any Deloitte network entity, including DAPSHL, in reducing the risk of modern slavery and human trafficking within their operations and supply chain. We provide the Supplier Code of Conduct during contract negotiation. It is also publicly available on the Deloitte.com website and should be read alongside this Modern Slavery statement.

The Supplier Code of Conduct defines our expectations of suppliers, including treating workers with dignity and respect and not subjecting them to demeaning conditions. It includes, among other requirements, prohibitions against forced or involuntary labour; that work must be conducted based on freely agreed terms; that documents relating to workers’ identity or immigration status may not be withheld or destroyed, concealed, confiscated or otherwise made inaccessible by the supplier; and that there be no exploitation of child labour or employment of workers under the age of 15 or the minimum legal working age, whichever is greater. Suppliers are expected to apply equivalent standards throughout their own supply chains.

Any breach of the Supplier Code of Conduct may result in the supplier being asked to undertake an audit of its own organization or its supply chain, implement corrective actions, or be designated as a non-preferred supplier. Where a supplier materially breaches laws relating to modern slavery or the fair treatment of workers, we would typically have the right to treat the breach as a material breach of the contract and terminate the relationship. We encourage the reporting of any suspected breaches of the Supplier Code of Conduct. The Code includes information about how concerns can be raised with our Ethics Officer, either directly or through the Deloitte.com website.

Looking forward

In the financial year ending 31 May 2027, we will continue to monitor existing controls. We will also continue to carefully monitor our standards as well as the regulatory requirements and available guidance in this area.

This statement has been published in accordance with section 54 of the Act. It sets out the steps DAPSHL has taken to protect against slavery and human trafficking within its operations and within its supply chain. This statement applies to the financial year ended 31 May 2026.

This statement has been approved by the Board of Directors of DAPSHL.

Signed:

A handwritten signature in black ink, reading "Haruko Nagayama", enclosed within a light blue rectangular box. The signature is written in a cursive, flowing style.

Haruko Nagayama