



Modern Slavery Act Statement

Introduction

The actions taken by Wall Street Docs Ltd. ("WSD") in this statement are intended to ensure that there is no slavery or human trafficking within the Company and our supply chains. These actions include understanding all potential modern slavery risks associated with the Company and its operating businesses.

WSD is aware of its obligation to combat slavery and human trafficking effectively. The Company is steadfastly committed to eliminating slavery and human trafficking from all of its operations and making sure that neither of those crimes are taking place in its supply chains.

Organisational Structure and Supply Chains

This statement covers all activities of WSD relating to Financial Year 2023.

The Company is privately owned and delivers range of industry specific solutions designed to automate repetitive processes using a mix of tech, near shore support services and experienced professionals, predominantly within Finance and Technology sectors across the globe.

The Company's supply chain is primarily based in the UK (with additional offices in Brazil, Germany, Hong Kong, and India). All of WSD's workforce consists of direct workers, with no freelancers currently employed across the business. Due to the nature of our industry, we consider the risk of modern slavery in our supply chains to be negligible.

All agreements made with suppliers or contractors are required to have appropriate contractual provisions in place. These conditions obligate third parties to abide by the Modern Slavery Act of 2015. To prevent child labour, modern slavery, and human trafficking, we anticipate that all third parties will have the necessary policies, procedures, and compliance in place within their own organisations and supply chains.

Countries of Operation & Supply

WSD currently operates in the following countries:

- United Kingdom; Brazil; Germany; Hong Kong; India; Italy

The following process by which WSD assesses whether or not particular activities or countries are high risk in relation to slavery and/or human trafficking:

- A review of our supply chain partners, including their country source of labour resource in support of our business operations.
- We co-operate with our clients through regular client audits of our obligations under this policy and undertake to support the client through effective supply chain management.

- In all the countries where WSD operates, we follow the human rights and employment laws that are in effect. To ensure a fair and equal recruiting process, our hiring and recruitment practises adhere to all applicable laws. In our workplace, we value and champion diversity, equality, and human rights. More specifically we,
 - o acknowledge that gender equality is a basic human right.
 - o stand against forced, compulsory and/or child labour; and
 - o stand against discrimination in all parts of the employment life cycle, including discrimination on the grounds of ethnicity, race, disability, gender, identity, or sexual orientation.

Risk Activities

We recognise that by its very nature, modern slavery is hard to detect and is often hidden within seemingly legitimate industries, as such we perform risk analyses of our supply chain operations across the Company as part of our supply chain evaluation process, including those in foreign nations where there is thought to be a material risk of slavery or human trafficking. We continuously assess the results of our supply chain evaluation procedure to make sure that there is little chance of an incident occurring.

To ensure adherence to the established policies, we have undertaken supply chain assessment audits where we have identified a material risk. We shall monitor all the companies that are a part of our supply chain and undertake assessment audits where we suspect there may be a danger of slavery or human trafficking.

To ensure that our partners meet or exceed the criteria of our modern slavery and human trafficking policy, WSD employs a rigorous supply chain approach that includes compliance checks.

As a provider of financial services with clients in numerous countries, we are aware of the dangers posed by transactions that could be connected to human trafficking and modern slavery. Risks are assessed based on a number of variables, such as the type of consumer, location, industry, and product.

Relevant Policies

The following WSD policies outline how the organisation identifies modern slavery risks and takes actions to stop slavery and human trafficking in its operations:

- Grievance & Whistleblowing policy
- Supply Chain Code of Conduct
- Recruitment Policy
- DEI Policy
- Employee Code of Conduct
- Ethical Code of Conduct

Due Diligence

The Company conducts due diligence before considering adding supply chain partners, and it frequently evaluates its existing relationships. Among WSD's due diligence and reviews are the following:

- Analysing the potential for modern slavery and human trafficking with each new partner.

- Carrying out supplier audits or evaluations with a stronger emphasis on slavery and human trafficking when there are material risks have been identified.
- Imposing penalties on suppliers who don't follow an action plan to enhance their performance or who flagrantly breach our supplier code of conduct, up to and including the termination of the business relationship.

WSD attempts to perform due diligence on each of its suppliers, but in cases where this is not possible, the Company will do so for those whose anticipated spending for the upcoming year exceeds £50,000.

Key Performance Indicators

This section contains a list of all the objectives and key performance indicators we have set in order to monitor our progress year over year and the success of our efforts to safeguard employees and those within our supply chain against exploitation.

1. Commercial activity

Establish standardised procedures to guarantee that risks associated with modern slavery and ethical sourcing are evaluated at the tender stage of all contracts.

2. Governance and Partnership

Modern slavery is considered as one of the requirements for every premium contract.

3. Policy

To maintain consistency of content and develop accessible policies for all WSD workers, we will update all relevant internal policies and procedures.

4. Risk assessment and Due diligence

To eliminate the dangers of modern slavery in their businesses and supply chains, we will work with any suppliers who have been identified to us as medium- and high-risk.

5. Training and Communication

Share useful resources, such as this Modern Slavery Act Statement, with the larger internal organisation to help employees minimise the risk of engaging in business with non-compliant suppliers.

Training

WSD will continue to offer training and support to all staff, particularly those involved in procurement activities, or those who engage with external suppliers and contractors. WSD will continue to provide every employee with training on the on the Employee Code of Conduct annually.

The Company expects its suppliers to communicate the principles of the WSD Supplier Code of Conduct to their employees and third-party partners through training, policy, and other messaging.

Board Approval

This statement has been approved by the WSD Board as reflected by the CEO's signature, below. This statement will be submitted for formal review and amendment on an annual basis.



Mathias Strasser

Chief Executive

Dated: August 2023