

# Reapit Group – Modern Slavery Statement

**Financial year ending 31 May 2025**

Approved by the Board of Directors

Signed by: Mark Armstrong, CEO, Reapit

Date: 4 March 2026

## 1. Introduction

Reapit is committed to doing business responsibly and treating people fairly in line with our Purpose, Vision, Mission and Values, as well as the laws that prohibit modern slavery and other violations of personal freedom.

- **Our Purpose** – *To make a dream home a reality for everyone.*
- **Our Vision** – *A single, beautiful consumer experience that drives transformational efficiency & growth for estate agents worldwide.*
- **Our Mission** – *We empower estate agents to deliver a dream home experience.*
- **Our Values** – *Trust, Collaboration, Innovation, Excellence, People.*

This Modern Slavery Statement is published under **Section 54 of the UK Modern Slavery Act 2015** and follows guidance from the UK, Australian, and Canadian governments' joint reporting template.

It outlines the steps we took during the financial year ending May 2025 to prevent modern slavery (including slavery, servitude, forced or compulsory labour, human trafficking, and the worst forms of child labour) in our business and supply chain.

## 2. Scope: Our business and supply chain

Reapit Group is headquartered in the UK and provides property and financial technology solutions to estate agency professionals. We operate in the UK & Ireland, Australia & New Zealand, South Africa, Denmark, the USA and Canada, and we support clients in a range of other markets through these operations.

Our supply chain is mainly made up of:

- cloud and technology service providers
- software development partners
- payment-related service providers
- business services firms
- recruitment partners
- office, workplace and facilities suppliers

Given the nature of our business, our direct exposure to higher-risk sectors for modern slavery is typically lower than in labour-intensive industries. However, we recognise that modern slavery risks can exist in any business and supply chain, including those connected to technology, payments and global service delivery.

### **3. Policies that support ethical conduct**

Our Values guide how we act, and our policies translate those values into practice. Reapit's policies that fall within the ambit of preventing modern slavery include:

- Modern Slavery Policy
- Procurement & Supplier Vendor Assessment Policy
- Whistleblowing Policy
- Recruitment Policy
- Equal Opportunity and Non-Discrimination Policy
- Anti-Bribery & Corruption Policy
- Conflict of Interest Policy
- Failure to Prevent Fraud Policy
- Prevention of Tax Evasion Policy
- Data privacy and information security policies

These policies help ensure we follow a consistent and responsible approach to managing these areas, across all our operating regions and globally.

Our broader governance framework also includes measures that address financial crime and client-related risks (for example, AML/CTF obligations). However, these matters fall outside the scope of this Modern Slavery Statement, which focuses on our own operations and supply chain.

### **4. Assessing and managing risk**

We take a risk-based approach to identifying and managing modern slavery risks. This includes reviewing:

- procurement categories
- geographic exposure
- supplier relationships
- publicly available risk indices
- changes in our operating model

Reapit's ongoing assessment is part of our broader governance and risk management framework, which includes regular review and escalation pathways.

## **5. Due diligence in our supply chain**

We carry out supplier due diligence to help identify and address potential risks. Our due diligence processes and resources include:

- supplier onboarding checks
- contractual requirements covering ethical conduct
- ongoing risk-based monitoring
- established channels for raising concerns

Where appropriate, we may seek additional information or require improvements before or during a supplier relationship.

## **6. Training and awareness**

Employees have access to modern slavery awareness and expert-level training through our enterprise learning platform. We also include such training as part of our wider risk management and compliance programme. As we maintain and continually update this programme, we will continue to review which roles require additional or refreshed training.

## **7. Measuring effectiveness**

We monitor our progress through indicators such as:

- completion of required training
- results of supplier due diligence
- updates to risk assessment outputs
- policy reviews and enhancements

These measures help us understand where we are effective and where we can strengthen our approach.

## **8. Supporting responsible business practices**

Our broader governance environment reinforces our stance against modern slavery. This includes:

- information security certifications
- external financial and compliance audits
- data protection frameworks
- disciplined supplier management processes

Together, these contribute to our resilience and support responsible decision-making across the business.

## 9. Future focus

We are committed to ongoing improvement in our stance against modern slavery and ensuring our actions match our Values. In 2026, we plan to strengthen our approach by continuing to improve:

- supplier governance and monitoring
- risk assessment processes
- staff training
- alignment and regular review of relevant policies

## Statement of approval

This Statement is made under **Section 54(1) of the UK Modern Slavery Act 2015** and applies to the Reapit Group for the financial year ending 31 May 2025.



**Mark Armstrong**

Chief Executive Officer

4 March 2026