

Mark43 Modern Slavery and Human Trafficking Statement

Version 1.0

09/02/2026

1. Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps taken by Mark43, Inc. and its affiliated companies, including Mark43 UK Limited (together, "Mark43", "we" or "our"), during the financial year ending December 31, 2026 to prevent modern slavery and human trafficking in our business and our supply chains. Slavery, child labor and human trafficking are serious crimes and a violation of fundamental human rights. This "modern slavery" takes various forms, depriving victims of their liberty and usually involving financial exploitation. We are fully committed to preventing all forms of slavery, forced labor or servitude, child labor and human trafficking, both in our business and in our supply chains. We will not tolerate it.

2. Our Organization and Business

Mark43 is a cloud-native public safety technology company. We provide an integrated, AI-powered platform, including a Records Management System (RMS), Computer-Aided Dispatch (CAD), analytics, mobile tools, and security and compliance solutions, to law enforcement, fire and emergency services agencies. We serve more than 300 public safety agencies across the United States and the United Kingdom. Our platform is built on AWS GovCloud and holds FedRAMP High authorization. Founded in 2012 and headquartered in New York, Mark43 employs approximately 350 people. Our parent company is Mark43, Inc., incorporated in Delaware, United States. Mark43 UK Limited (company number 13521516) is the group entity that contracts with UK public sector customers. Our operations are almost entirely office- and remote-based professional and engineering work, which means the nature of our activities carries a comparatively low inherent risk of modern slavery and human trafficking within our direct workforce.

3. Our Supply Chains

Our supply chain consists principally of cloud infrastructure and hosting providers, software and technology vendors, professional services firms, and corporate suppliers supporting our offices and workforce. We also work with a number of partners and subcontractors. While we seek to engage only reputable organizations, we recognize that parts of any supply chain may carry risk, and we are committed to identifying and managing those risks.

4. Our Policies

We maintain a Modern Slavery Policy setting out our commitment to preventing all forms of slavery, forced labor or servitude, child labor and human trafficking in our business and supply chains, and our zero-tolerance position. Under that policy, we expect any company that supplies goods or services to us to confirm, in writing or within its terms, that its supply chains are free of slavery, forced labor or servitude, child labor or human trafficking.

Our Modern Slavery Policy is supported by our Employee Code of Conduct, Grievance Policy and Whistleblowing Policy, which together set the standards of conduct we expect and provide protected routes for raising concerns.

5. Due Diligence and Risk Assessment

We assess and manage modern slavery risk through the following measures:

Taking steps to ensure that each new supplier confirms the controls undertaken by it to combat slavery and human trafficking in its organization and supply chain, before that supplier is approved on our systems.

Using a risk-based approach, we take steps to ensure that we monitor and audit existing suppliers, including verification of the controls undertaken to combat modern slavery.

Including in supplier contracts, where possible, appropriate provisions around compliance with the Modern Slavery Act 2015, equivalent legislation and associated policies.

Because our direct operations are office-based and our suppliers are concentrated in the technology and professional-services sectors in lower-risk jurisdictions, we assess our overall risk as low, while recognizing that risk is never nil.

6. Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff where needed.