



Modern Slavery Policy

Panoramic Data policy document

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1 Document Control

1.1 Revision History

This table contains the revision history for this document. Please add a line to this table if you revise the document.

Version	Date	Author(s)	Details
0.1	2024-02-01	Elizabeth Whyman	Draft
1.0	2024-02-05	David Bond	Released
1.1	2024-06-19	David Bond	Reviewed and re-issued
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1.3	2026-02-04	David Bond	Grammar fix ('update' to 'updates'), signature date updated, copyright year updated to 2026
1.4	2026-03-16	David Bond	Reviewed and re-issued

1.2 Company Information

This table contains all relevant information to the company.

Panoramic Data Limited	
Document Role	Provider of Services
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1.3 Authors & Authorities

This table shows document authors and authorities.

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2 Policy

2.1 Introduction

Panoramic Data Limited (henceforth “PDL”) is committed to preventing modern slavery and human trafficking in all its forms. It recognises its responsibility to respect human rights and is dedicated to conducting business ethically and with integrity.

2.2 Purpose

This policy is intended to reflect PDL's commitment to eradicating modern slavery throughout the organisation, including subsidiaries and business associates.

2.3 Our Approach

This Modern Slavery policy outlines the steps taken by Panoramic Data Limited to address the risks of modern slavery in its operations and supply chains in order to ensure compliance with the Modern Slavery Act 2015.

2.3.1 Ethical Employment Practices

PDL upholds fair and ethical employment practices, ensuring that all staff are treated with dignity and respect. Hiring processes are transparent, and PDL does not tolerate any form of forced, bonded, or involuntary labour.

2.3.2 Supplier Code of Conduct

PDL has high expectations of its suppliers and conducts due diligence on them to ensure their commitment to ethical labour practices.

2.3.3 Supply Chain Due Diligence

To assess and manage potential risks of modern slavery in our supply chain, PDL engages in the following activities:

- Regularly assessing the risk of modern slavery in our supply chain, prioritising high-risk areas, and taking appropriate actions to mitigate these risks
- Conducting audits of suppliers to ensure compliance with our ethical standards, including their commitment to eradicating modern slavery

2.3.4 Training and Awareness

PDL provides training to employees, especially those involved in procurement and supply chain management, to recognise and address modern slavery risks. This training is regularly updated to reflect latest developments.


2.3.5 Reporting Mechanisms

PDL encourages the reporting of any concerns related to modern slavery. It has established clear channels for reporting, ensuring that whistleblowers are protected, and appropriate actions are taken to address reported issues.

2.4 Future Steps

PDL is committed to continuous improvement in preventing modern slavery. It regularly reviews and updates all its policies, procedures, and processes to remain vigilant in the fight against human trafficking and slavery.

This Modern Slavery Statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and has been approved by the Board of Directors.

Signed for and on behalf of Panoramic Data Limited	
Signature	
Name	David Bond
Title	Director
Date	2026-02-04