



NEXCESS CORP. (“Nexcess”)

Modern Slavery Act Statement

(Issued pursuant to section 54 of the UK Modern Slavery Act 2015
as amended and or replaced)

This statement sets out Nexcess’s approach and commitment to preventing modern slavery and human trafficking in its business operations and supply chains and constitutes Nexcess group’s statement for the financial year ending December 2025.

This statement highlights Nexcess’s global business practices to combat modern slavery in our organization and supply chain and reflects our commitment to acting ethically and with integrity in all our business relationships.

As used in this statement, slavery and forced labour includes modern slavery, servitude prison labour, indentured labour, bonded labour, human trafficking, exploitation or other similar unethical conduct.

Our Business and Structure

Nexcess is a global organization headquartered in the United States that delivers high-performance specialty cloud environments. This statement covers the activities of Nexcess and its global subsidiaries, specifically including SERVERSCOM UK LTD (Company Number: 11990572, herein after referred to as the “UK entity”), which operates within the United Kingdom. While our UK entity primarily provides intercompany support services to the wider group, we recognize our responsibility to ensure that our operations—including our internal labor practices and our external vendor relationships—are free from exploitation.

Our operations span multiple geographies, with a direct workforce composed largely of professionals in sales, marketing, HR, technology, software development, engineers and customer success roles. Nexcess does not manufacture products. Its suppliers primarily provide technology services, software, infrastructure, professional services, and operational support. Our supply chains also include office services and supplies, such as cleaning, furniture and fixtures, and IT equipment. Our suppliers are located globally.



Our Commitment

Nexcess is committed to complying with applicable laws and regulations in all jurisdictions in which it operates and to respecting and promoting human rights. We are strongly opposed to all forms of forced labour and child labour.

Policies

Nexcess maintains policies and internal controls relevant to preventing modern slavery and human trafficking, including its Code of Conduct, supplier onboarding requirements, and contractual provisions addressing compliance with applicable labour laws. We encourage all our staff to report any concerns regarding unethical behavior in accordance with our Global Code of Conduct, which includes anonymous reporting mechanisms.

Nexcess staff are expected to deliver their roles with integrity and to follow ethical business practices in line with our culture, value and approach to professional standards.

Our Human Resources practices ensure that we do not tolerate child labor, involuntary or forced labor, human trafficking, or modern slavery in any form—including slave labor, involuntary or exploitative prison labor, indentured servitude, or bonded labor—in our recruitment of staff or operations.

Risk Assessment and Due Diligence

Nexcess conducts a high-level risk assessment of key direct suppliers. We expect our vendors to adhere to the same high standards we set for ourselves, specifically prohibiting forced, bonded, or involuntary labor.

We use only reputable recruitment agencies and perform right to work checks, and background checks where required, on our staff to prevent exploitation.

Effectiveness

Nexcess monitors the effectiveness of its approach to preventing forced labour and human trafficking through supplier engagement and internal reporting mechanisms. We continue to review our human rights efforts, as well as best practices in the marketplace

No confirmed incidents have been identified.



Training and Staff Code of Conduct

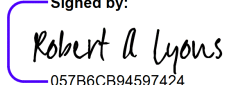
Our staff undergo annual training on these topics including but not limited, anti-corruption, ethics and code of conduct and are required to always comply with our Code of Conduct and other relevant policies relating to overall ethical behaviour.

Remediation

If Nexcess becomes aware of any issues relating to slavery or human trafficking, appropriate measures will be taken.

Approval and Publication

This statement was approved by the Board of Directors of Nexcess on May 28th, 2026 and is signed by a Director of Nexcess and has been formally adopted by the Board of SERVERSCOM UK LTD.

Signed by:
Signed: 
057B6CB94597424...
Name: Robert A Lyons
Title: Director of Nexcess Corp.

Adopted by SERVERSCOM UK LTD

Signed by:
Signed: 
8FC571FED54D4FA...
Name: Benjamin Andrew Reich
Title: Director of SERVERSCOM UK LTD