



Statement on Modern Slavery

At PALO IT, we are dedicated to creating meaningful social impact and embedding ethical practices throughout our operations as a leading technology and impact consultancy. As part of our journey to achieve Certified B Corporation status across our global offices, we remain steadfast in our commitment to "Crafting Tech as a Force for Good." We recognize the critical importance of addressing modern slavery and human trafficking risks within our supply chains and business practices.

Given the nature of our consultancy work, our supply chain is streamlined. We procure goods and services from a select group of trusted suppliers who align with our governance standards under B Corporation values. For more details about our B Corp mission and practices, visit [PALO IT on B Corporation](#).

This dedication underpins our efforts to promote ethical innovation and ensures the seamless integration of sustainable practices across our operations.

1. **Ethical Standards:** We adhere to robust ethical standards across all our services to ensure operations remain free from forced labor, child labor, and human trafficking.
2. **Supplier Collaboration and Monitoring:** We actively engage with our suppliers, conducting regular evaluations and monitoring compliance with our ethical policies.
3. **Employee Training:** Comprehensive sustainability training programs are in place to ensure our employees understand modern slavery risks and can identify and act against any potential exploitation.

Policies and Practices

- **Supplier Code of Conduct:** All suppliers and partners must align with our Code of Conduct, which strictly prohibits modern slavery, exploitation, and unethical labor practices.
- **Due Diligence Procedures:** Our risk assessment protocols focus on identifying vulnerabilities within our global supply chains and implementing corrective measures.
- **Sustainable Practices:** We integrate sustainability goals into our innovation projects, ensuring ethical practices are prioritized throughout project lifecycles.



Reporting and Accountability

We encourage transparency and accountability through secure and confidential channels for reporting concerns. Employees, suppliers, and stakeholders can raise issues or potential violations of our Modern Slavery Policy via contact@palo-it.com.

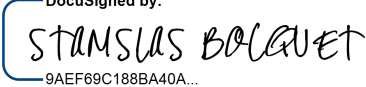
Continuous Improvement

As part of our commitment to "Crafting Tech as a Force for Good," we continuously refine our policies and processes to enhance our capacity to address modern slavery risks. This includes strengthening partnerships, adopting new technologies, and expanding awareness campaigns.

Statement Approval

This statement has been reviewed and approved by the leadership team of PALO IT and reflects our ongoing commitment to ethical practices and social responsibility.

Stanislas Bocquet

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Founder & CEO

PALO IT