



# Modern Slavery Statement

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## Document Control

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# Statement

This Immersive Modern Slavery Statement is provided pursuant to Section 54 of the UK Modern Slavery Act 2025, and global related legislation.

This statement applies to Immersive Labs Group (Immersive Labs Holdings Limited, Immersive Labs Ltd, Immersive Labs Corporation, Immersive Labs GmbH, Immersive Labs Saudi Limited and Immersive Labs Cyber Security Services LLC) a commercial organization that does business in the UK and Worldwide providing organisations with cyber security resilience training ensuring they are ready for the threats of tomorrow.

This statement, approved by Mark Schmitz, Chief Executive Officer on behalf of the Leadership team, sets out the steps taken during 2025.

The areas covered in this statement are:

1. Business Operations
2. Supply Chain
3. Human Rights Impact Assessment
4. Governance and Compliance
5. Training
6. Monitoring and Review

## **Business Operations**

Immersive is a global provider of cyber security resilience training delivered through a cloud based solution hosted within Amazon Web Services. We are headquartered in the United Kingdom with regional hubs in the United States and Middle East. We have customers located across the globe and their usage is focused on assessing an organisation's internal cyber resilience and is considered to be very low risk in terms of slavery and human trafficking.

We employ over 300 employees globally, with the majority of our employees located within the United Kingdom and United States. All employees have contracts in place ensuring a fair wage and working hours, with a hybrid working model allowing employees to work remotely or from regional hubs.

## **Supply Chain**

The risk of forced labour existing within our supply chain is very low as we primarily utilise technology-driven solutions and partners, typically enabled through cloud-based offerings. We strive towards close working relationships and where

possible impose contractual obligations to comply with our supplier Code of Conduct, which imposes a number of obligations related to anti-slavery and human trafficking laws, statutes, and regulations including, but not limited to, the Modern Slavery Act 2015.

### **Human Rights Impact Assessment**

To ensure Immersive understands its social impact and the protection of internationally-recognised human rights we conducted a Human Rights Impact Assessment, understanding the risks associated with our business operations, including but not limited to, recruitment, fair wage, employment practices and our direct supply chain.

The assessment reviewed each risk, and the mitigation is in place, and where necessary areas for improvement have been captured and built into our priorities for 2026.

### **Governance and Compliance**

Immersive's commitment to act with integrity means that we comply with the highest professional and ethical standards. Everyone working for or on behalf of Immersive must comply with our Code of Conduct and Business Ethics, and employees are actively encouraged to speak out if they believe or suspect that there is a breach to the Code, or if they suspect activities that they deem are illegal or unethical through the internal and external reporting lines documented in the Immersive Whistleblowing Policy.

Failure to comply with the Code, applicable laws, regulations, and supporting policies could lead to disciplinary action, up to and including termination of employment.

### **Training**

Mandatory training on Immersive's Code of Conduct and supporting policies is required to be completed annually by all employees of all levels, including directors and contractors, wherever located, and regardless of position.

### **Monitoring and Review**

As part of the Immersive's Compliance Framework our Code of Conduct and supporting policies are reviewed annually and in line with legal and regulatory changes.

Immersive will continue to work with its suppliers and partners to ensure they adhere to all applicable anti-slavery and human trafficking laws, statutes, and regulations including, but not limited to, the Modern Slavery Act 2015.

Any concerns or failures in our direct or third-party compliance will be internally reviewed, and where appropriate investigated.

Mark Schmitz, Chief Executive Officer