

# MODERN SLAVERY STATEMENT 2025

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For the financial year ending 31 December 2025

Ordit International Ltd

**Ordit**

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## 1. Introduction

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This statement is made by Oredit International Ltd (“Oredit”, “we”, “our”, “us”) and sets out the steps we have taken during the financial year ending 31 December 2025 to identify, prevent and address the risk of modern slavery – including forced labour, bonded labour, child labour and human trafficking – in our business and supply chains.

Oredit’s annual turnover is below the £36 million threshold at which a statement is required under section 54 of the Modern Slavery Act 2015. We have nonetheless chosen to publish this statement voluntarily, following the structure and good-practice recommendations set out in the UK Government’s guidance, Transparency in supply chains: a practical guide. We believe everyone has the right to safe and fair working conditions, and to be treated with dignity and respect, and we want to be transparent about the steps we take to uphold that belief.

We take the issue of modern slavery seriously and operate a zero-tolerance approach to slavery and human trafficking in every part of our organisation and supply chain. We expect the same standard from everyone we work with, and we expect our suppliers to hold their own suppliers to it as well.

### 2025 in review

- We refreshed our Anti-Slavery and Human Trafficking Policy and Code of Conduct, and made them available to all employees and to suppliers on request.
- We delivered modern slavery awareness training to all relevant employees, achieving a 100% completion rate by year end.
- We continued to apply a risk-based due diligence process to couriers, restaurant partners and corporate suppliers, including identity and right-to-work checks for couriers.
- We maintained confidential Speak Up / whistleblowing channels across our operations; no modern slavery concerns were reported during 2025.
- We set out our priorities for 2026, including strengthening supplier screening and refreshing training (see Section 11).

## 2. Our business

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Oredit operates a hybrid marketplace for online food delivery, combining a marketplace offering with a targeted delivery capability. We provide proprietary technology that offers a quick and efficient digital ordering service, connecting customers with our restaurant partners. Our customers are corporate businesses and their employees ordering takeaway to their offices.

Oredit is not a food producer or retailer. The restaurants on our platform are independent from Oredit; the majority are small, independent restaurants or small chains, although we also work with national and international branded restaurant groups.

### 3. Our structure

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This statement is made on behalf of Oredit International Ltd. References in this statement to “Oredit” are to Oredit International Ltd and its UK operations, which are the subject of this statement.

### 4. Our operations and workforce

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During 2025, Oredit’s operations covered by this statement were based in the United Kingdom. Our people work on a hybrid basis, with most office-based roles operating flexibly between home and the office; certain field sales and operations roles are home- or field-based.

Our People team manages the hiring and contracting of staff and takes responsibility for their wellbeing. Where we engage agency workers and independent contractors, this is typically for skilled, semi-skilled or professional services (for example within our Technology function) and for the provision of delivery services. We engage couriers to provide delivery capability for restaurants on our platform, using different delivery models. We recognise that couriers and agency-supplied workers can be more vulnerable to labour exploitation than our directly employed office staff, and we focus our controls accordingly (see Sections 8 and 9).

### 5. Our supply chain

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We work with a network of partners through a structured procurement and onboarding process that aims to apply a consistent approach to assessing and monitoring our supply chain. The level of control and influence we have varies across these relationships – for example, we have greater oversight of our own employees and corporate suppliers than of the internal operations of independent restaurant partners. We take this into account when assessing risk and deciding where we can most effectively apply controls. Broadly, our supply chain comprises:

- Couriers, who provide delivery services in connection with the Oredit platform, either directly or, where applicable, through third-party agencies;
- Restaurant partners (merchants), independent restaurants and chains that use our platform to connect with customers; and
- Corporate suppliers, who provide the goods and services that support our operations – such as technology and hardware, professional services, marketing, contact-centre and customer-support services, and equipment.

Our direct (tier 1) suppliers are generally located within Europe and provide specialist technical, marketing or other skilled services. We recognise that some goods we procure – such as IT and restaurant-management hardware – may be manufactured further down the supply chain in higher-risk geographies, and we factor this into our risk assessment.

## 6. Our policies

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Modern slavery can take many forms, including labour exploitation, criminal exploitation, sexual exploitation and human trafficking. Oredit has zero tolerance for these practices. Our policies reflect this commitment, set clear expectations for employees and third parties, and are reviewed on a regular basis. The following policies underpin our approach:

- **Anti-Slavery and Human Trafficking Policy** – sets out our zero-tolerance position and the responsibilities of everyone working for or on behalf of Oredit to prevent, detect and report modern slavery.
- **Code of Conduct** – sets out the ethical standards we expect of our staff and our commitment to acting ethically and with integrity in all our business relationships.
- **Whistleblowing / Speak Up Policy** – provides clear encouragement and guidance to all staff and third parties about raising concerns, including those relating to modern slavery, without fear of retaliation.

All company policies are made available to our people on Oredit’s internal communication site, and the policies relating to modern slavery are made available to our suppliers on request. Our expectations of suppliers are reinforced through our supplier code of conduct / ethical compliance requirements, which suppliers are asked to acknowledge as part of onboarding and ongoing engagement.

## 7. Our Speak Up culture

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We encourage anyone who works for or with us to raise concerns about suspected wrongdoing, including any concern relating to modern slavery. Concerns can be raised confidentially, and anonymously where preferred, through our whistleblowing channels, which are available across our operating locations. We do not tolerate retaliation against anyone who raises a concern in good faith, and all reports are reviewed and investigated in line with our internal procedures.

During the financial year ending 31 December 2025, no concerns relating to modern slavery or human trafficking were reported to us through our Speak Up channels or otherwise. We continue to promote our reporting channels to help surface any potential concerns at an early stage.

## 8. Risks of modern slavery in our operations and supply chain

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Modern slavery risks can be hidden and may arise in different ways, where Oredit could cause, contribute to, or be directly linked to harm through our operations or business relationships. We take a risk-based and proportionate approach, focusing our efforts on the areas where risks are more likely to arise and where we can most effectively identify, prevent and respond to potential issues. We have identified the following principal areas of risk:

### Couriers

Couriers are central to the delivery service. Modern slavery risks may arise where individuals work without the right to do so, where accounts are misused or controlled by third parties, or

where vulnerable individuals are subject to exploitation – for example through the diversion of earnings or the imposition of recruitment fees.

### **Restaurant partners (merchants)**

Restaurant partners operate independent businesses, and our ability to oversee their internal employment practices is limited. Given the nature of the restaurant sector, we recognise there may be an increased risk of labour exploitation compared with some other sectors.

### **Corporate suppliers**

The nature and level of supplier risk varies depending on factors such as the type of goods or services provided and geographic exposure. We consider higher-risk areas to include the manufacture of IT and courier-related hardware and equipment, which may be produced in higher-risk geographies, and labour-intensive services that rely on lower-skilled labour.

Consistent with this risk-based approach, we have, and continue to maintain, a zero-tolerance approach to the imposition of financial burdens on workers – such as the withholding of wages or the charging of recruitment fees – within our business and supply chains. To date, no such incidents have been brought to our attention; in the event that any were, we would take prompt and appropriate steps to investigate and address them.

## **9. Due diligence and actions taken to assess and address risk**

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We apply a risk-based and proportionate due diligence approach across the three groups described above. The specific measures we apply reflect the level of control and influence we have, as well as the relevant legal and regulatory requirements, and may evolve over time.

### **Couriers**

- Identity and right-to-work checks as part of courier onboarding, with additional verification where appropriate;
- Ongoing verification measures designed to help detect unauthorised use of courier accounts;
- Checks designed to reduce the risk that earnings are diverted to third parties or that accounts are sold or controlled illegally;
- Processes to investigate concerns raised through reports, internal monitoring or third parties, and to take action where appropriate, including account restriction or removal; and
- Engagement with the relevant authorities where allegations concerning vulnerable couriers are brought to our attention.

### **Restaurant partners (merchants)**

- Contractual terms and platform requirements that set expectations around lawful and ethical conduct;
- Fraud, financial-crime and platform-integrity controls designed to help detect suspicious activity that may be linked to exploitation or other criminal behaviour; and

- Investigation and escalation processes where serious concerns are identified, which may result in restricting or removing access to the platform.

### **Corporate suppliers**

- Due diligence at selection and during onboarding, with enhanced due diligence for higher-risk categories;
- Assessment of supplier risk using factors such as geography (including reference to the Global Slavery Index country vulnerability ratings), sector, and the nature of the goods or services provided;
- A requirement that suppliers acknowledge and comply with our supplier code of conduct / ethical compliance requirements, including onward obligations on their own suppliers, or demonstrate processes at least equivalent to ours;
- For higher-risk suppliers, additional measures which may include desk-based or on-site audits; and
- Ongoing monitoring of supplier risk over time, including through periodic reviews. Where we or an independent auditor identify signs of modern slavery, we require the supplier to address our concerns and rectify the situation promptly; if our concerns are not resolved, we take appropriate measures, which may include termination of the relationship.

## **10. Training**

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Training helps our people understand what modern slavery can look like in practice, where risks may arise in our business and supply chain, and how to raise concerns. During 2025 we delivered modern slavery awareness training to all relevant employees, achieving a 100% completion rate by year end.

We provide risk-based training, with additional focus for roles more likely to encounter these risks – such as procurement, partner onboarding, operations and people management. Modern slavery awareness is included in onboarding for relevant new employees and reinforced through periodic communications. We keep our training approach under review to ensure it remains proportionate, practical and aligned with our risk profile.

## **11. Assessing the effectiveness of our actions**

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We recognise our responsibility to take reasonable and proportionate steps to prevent modern slavery and to understand whether those steps are working in practice. Because modern slavery risks can be difficult to identify and measure, we assess effectiveness through a combination of practical oversight and review, together with a small number of indicators that are meaningful for a business of our size. These include the completion of staff training, the volume and outcome of concerns raised through our Speak Up channels, supplier coverage by our due diligence process, and the outcomes of any supplier reviews or audits.

## Our progress in 2025

What we planned	Why we did it	Progress
Deliver modern slavery awareness training to relevant employees.	Employees are our first line of defence in spotting and reporting concerns.	Completed – delivered to all relevant employees (100% completion).
Maintain and promote confidential Speak Up / whistleblowing channels.	Accessible reporting routes help surface concerns early.	Completed – channels maintained; no modern slavery concerns reported in 2025.
Apply risk-based due diligence to couriers, restaurant partners and suppliers.	Focusing on higher-risk areas is the most effective use of our resources.	Completed – controls applied across all three groups.
Refresh our Anti-Slavery and Human Trafficking Policy and Code of Conduct.	Policies must stay current and clearly understood.	Completed – policies refreshed and re-published.

## Our priorities for 2026

What we plan to do	Why we will do it	How we will measure it
Strengthen supplier screening and extend coverage of higher-risk suppliers.	Improves visibility of risk beyond our tier 1 suppliers.	Proportion of higher-risk suppliers assessed and signed up to our requirements.
Refresh and re-deliver modern slavery training.	Keeps awareness current and targeted at higher-risk roles.	Training completion rate among relevant employees.
Continue to monitor whistleblowing and external reports relating to modern slavery.	Monitoring reports and our response helps us adapt our policies and procedures.	Number of reports received and whether they are substantiated.

## 12. Approval

This statement was approved by the board of directors of Odit International Ltd on 31 March 2026 and is signed on its behalf by:

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**Peter Szendrenyi**  
 Chief Executive Officer  
 Odit International Ltd

Date: 31 March 2026