

Modern Slavery Statement 2025

Introduction from our Chief Executive Tracy Weir

At CACI we drive transformative solutions using the power of data, specialists and tech. Our values ⁽¹⁾ are integral to CACI. We believe business is about choices, and we are determined to do the right thing. With studies estimating that, on any given day, 50 million people are living in situations of modern slavery, CACI is, and will continue to be, committed to doing everything we can to eradicate modern slavery in our supplier and partner companies.

As Chief Executive of this organisation, within our governance, risk and compliance process, I receive regular reports on the actions we are taking to mitigate the risk of modern slavery in our supplier companies. Our specialist team of lawyers advises our board and employees on steps that should be taken. I am confident we continue to comply with modern slavery legislation whilst remaining vigilant to potential and new risk areas of modern slavery. As we grow the organisation, I will continue to strengthen our governance framework and work with our industry to understand and deliver the drivers of change.

Organisation structure

CACI Limited is a company registered in England and Wales and our ultimate parent company is CACI International Inc which is based in Reston, Virginia, USA. Our operations are wide ranging in the Data, Digital and Technology sector. Our specialisms include: Business Intelligence, Cyber Security, Data Science and Analytics, Digital Forensics, Network and Infrastructure services and aligned products. Our core operations are based in the UK, the Netherlands and India.

In 2024 we restructured the business, aligning our specialisms and acquisitions into business units: Information Intelligence, Network Services, Operational Systems, Consumer and Market Intelligence, and Experience and Transformation. This simplified structure enables greater collaboration in our specialist areas, supports the transitions of acquired businesses into the wider CACI and helps ensure seamless integration of our values and governance processes.

Our People

As of November 2025, CACI has approximately 1400 employees in the UK. The majority of our workforce works on a hybrid location basis or from our key locations in London, Bristol, Northallerton, Hyderabad and Amsterdam.

CACI is a living wage employer <https://www.livingwage.org.uk/accredited-living-wage-employers>, which means all staff are paid at or above the real living wage.

As an inclusive employer, we work with our people to maintain our ability to retain and attract diverse talent. In 2025 we established our "Inclusion Council", bringing together people from across the business including representatives of our employee network groups. This has helped us identify and develop awareness of topics such as neurodiversity and financial wellbeing. In addition, we periodically consult and engage with our employees and in November 2025, we launched an Employee Engagement Survey, designed to enable employees to share their views confidentially and to help build a workplace where everyone feels valued and empowered.

⁽¹⁾ CACI values: 1) Clients first, 2) Fuelled by talent, 3) Making an impact, 4) Be accountable, 5) Innovation inspires, 6) Do the right thing.

Supply Chain

Our supply chain is made up of over 900 diverse businesses. Applying supplier segmentation, our key supply partners by spend are made up of technology partners, hardware and software providers, suppliers of property management services, data providers, recruitment companies and other professional services companies. In 2024, as part of our continuous improvement programme, we piloted a "Partner with Purpose" programme with key suppliers to our Consumer and Market Intelligence business. The programme looked at improvements to our due diligence processes and strengthening relationships through named partner management. The review of the pilot programme has resulted in a planned rollout of the programme across the rest of the CACI supply chain in late 2025, to be completed by Summer 2026. Our supplier policies, questionnaires and processes that flag potential concerns are being improved in line with updates to industry best practice. To ensure our progress is in line with best practice we take part in independent benchmarking annually with EcoVadis.

Our Policies on slavery, human trafficking and child labour

We are committed to ensuring there is no slavery, human trafficking or child labour in our business or supply chain. In addition to our anti-modern slavery policy (which is updated annually), our approach is woven through related policies and procedures which include:

- Human rights policy
- Anti-money laundering policy
- Sustainable procurement policy
- Whistleblower process.

Our anti-modern slavery policy and related procedures reflect our commitment to acting ethically and with integrity in all our business relationships and ensuring we have effective procedures and controls in place. As part of our continuous improvement, we have put in place a governance framework to ensure legislative changes, emerging risks and challenges are reported to our senior leadership team (SLT).

Due diligence process

CACI has a zero-tolerance approach to modern slavery, human trafficking and child labour. Whilst we operate in sectors that have a low risk of modern slavery, human trafficking and child labour, we are vigilant to potential risks from organisations in our supply chain and the countries in which they operate.

As part of our procurement and supply chain management process, we identify and assess areas of risk in our supply chain by:

- Applying supplier segmentation to enable a focus on industries where there may be a higher incidence of modern slavery
- Conducting procurement checks on relevant suppliers, for example the completion of an anti-modern slavery supplier questionnaire
- Requiring relevant suppliers to abide by our Supplier Code of Conduct, under which they must:
 - Comply with applicable laws relating to the prevention of modern slavery, for example, the Modern Slavery Act 2015 (including filing a Modern Slavery Statement where necessary)
 - Comply with applicable laws relating to human trafficking practices and the employment of minors
 - Ensure that suppliers in any part of their supply chain comply with the principles of the Code
 - Where necessary, carry out annual risk assessments and document the results.

Risk assessment and management

Our ISO:9001 accreditation requires CACI to incorporate risk-based thinking into its quality management process. Our risk register is updated and reviewed regularly by the SLT. Within our procurement process we recognise those industries and countries linked to a higher potential risk of modern slavery and complete additional due diligence checks where required. If a supplier or potential supplier is identified as

being non-compliant with applicable laws relating to the prevention of modern slavery, human trafficking practices or the employment of minors, CACI will not do business with them.

KPIs and effectiveness

As part of the ongoing development of our approach to modern slavery in 2025, we have updated our KPIs and increased segmentation of our suppliers in line with best practice. Our modern slavery KPIs include the following:

- Business ethics policies (including relating to modern slavery) must be in place and reviewed within the last 12 months
- RAG code for % of staff who read and acknowledge our Code of Ethics/Fraud and Anti-Modern Slavery Policies (Green - 100% ; Amber $\geq 95\%$ but $< 100\%$; Red $< 95\%$)
- The number of reported incidents of Modern Slavery should be zero (Green). All other results are Red.

Training on modern slavery

Recognising areas of risk of modern slavery is key to the ongoing challenge of ensuring we are removing the potential for modern slavery, human trafficking and child labour in our supply chain.

As part of our mandatory training schedule, all staff must undergo annual modern slavery awareness training which is supported by a webinar delivered by our lawyers. This mandatory training also forms part of our onboarding for new staff. In addition, staff with roles linked to governance, compliance and procurement complete supplementary online training. The training programme focuses specifically on the Modern Slavery Act, is tailored to CACI's business operations and enables all staff to identify areas with potential for modern slavery. It also provides updates on any legislative changes, and any advances in the recognition risk of modern slavery. The training programme is updated annually and available as an ongoing resource for all staff.

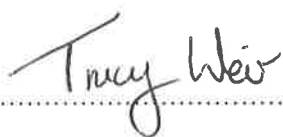
Continuous improvement/future planning

Modern slavery is an endemic issue that all in business need be vigilant of. Our legal team monitors and updates on risks, emerging issues and developments in the recognition of modern slavery on a quarterly basis. In the next 12 months we will:

- Prioritise supplier engagement and relationship management, supporting the sustainability of our small suppliers and ensuring all suppliers are vigilant of and meet the requirements of our Supplier Code of Conduct and the Modern Slavery Act
- Increase supplier segmentation in line with emerging risk areas.

CACI Board Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending June 2025. This statement was approved by the Board of CACI Limited on 10th December 2025.



Tracy Weir
Chief Executive, CACI Limited