



Helsing Limited | 27 Mortimer Street | London | W1T 3BL

Modern Slavery Statement

Helsing Limited, together with its corporate group inclusive of Helsing SE and all subsidiaries and affiliates thereof (together “Helsing”), is opposed to modern slavery and related practices, including human trafficking.

This Modern Slavery Statement (“MSS”) outlines Helsing’s ongoing practices and commitment to fully comply with all applicable laws and regulations relating to modern slavery, inclusive of the Modern Slavery Act 2015, and mitigate risks related to such in our business and supply chain.

Organisational Structure & Supply Chain

Helsing is a new type of defence company, providing precision mass and autonomous capabilities to democracies so that they can deter and protect. Our purpose is to attain technological leadership so that democratic societies are free to make sovereign decisions and control their ethical standards.

We employ more than 500 people in over 10 countries, with headquarters in Germany (Munich), France (Paris) and the United Kingdom (London). Our customers include international Ministries of Defence and related government agencies and military units. Our supply chain includes a variety of professional advisory, field or product specific, and office focussed services, inclusive of third-party software, hardware, and other goods.

Our Policies & Supplier Adherence

We are committed to operating policies and practices that work to eliminate modern slavery in all parts of our business and promote our corporate responsibility to protect human rights. To support this, Helsing requires that all personnel, inclusive of employees, third-party contractors, and suppliers, commit to the Helsing Code of Conduct, which sets out our commitment to ethical business practices and regulatory compliance.

We also implement and enforce systems and controls that seek to eliminate modern slavery and human trafficking from our direct supply chain, and such compliance efforts include internal training, dedicated reporting channels, and supply chain due diligence.

Due Diligence & Risk Assessments

To date, we are not aware of any instances of modern slavery occurring within our business or supply chain and believe the risks of such practices are low. However, we do not take our responsibility in this area for granted, remaining vigilant of the risks, and reassessing the implement of our policies and procedures to regularly identify and address any issues.

Our direct business activities involve sophisticated software and hardware development that does not involve the type of labour often associated with such practices. We engage reputable suppliers, and our direct contractors, consultants and advisors are engaged in services conducted near or in close cooperation with Helsing personnel. Consequently, our direct business activities and services are conducted in a professional environment where exploitive practices would be difficult to hide.

We periodically review our workplace policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues, and push for transparency in our supply chain for the purposes of reducing the risks of modern slavery and human trafficking among our indirect suppliers. We investigate any reported allegations and provide written notice and a specified time for to corrective action where any compliance problems are discovered.

Training & Reporting

All employees receive annual training to better understand the risks of modern slavery and human trafficking in our business and supply chains. Additionally, our personnel have access to internal channels for reporting suspected incidents of modern slavery and human trafficking, including an anonymous reporting system.

Our Whistleblowing Policy confirms our commitment to ensuring that there is no retaliatory action against anyone who, in good faith, reports a potential violation of this statement or anyone who assists in an investigation of a possible violation of this statement, as we value speaking up and maintaining a workforce that operates with integrity.

Confirmation Statement

This MSS is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes the MSS for Helsing's 2024 financial year. This MSS was approved by Helsing Limited's Board of Directors on 4 September 2025 and is approved for annual release.

This MSS will be reviewed each financial year and amended as necessary in the event of any significant changes to the legislation.

Signed by:



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Ned Baker
Managing Director
Helsing Limited