



## BREXIT STATEMENT & RISK ASSESSMENT

Bytes continues to remain absolutely committed to ensuring zero or very little impact on the supply of our products and services to our customers following the UK's departure from the European Union.

We continually review and assess any possible impacts to our customer service and below are the risks that we consider to be current:

### **Software Supply**

Impact on our ability to supply software to our customers remains extremely negligible; we have the flexibility of choice for sourcing products from multiple suppliers and vendors, plus we have an operation based in Ireland and so have the option to trade and bill from there should we need to.

### **Software Pricing**

Where we purchase products in a foreign currency, we are subject to currency fluctuations however to mitigate against this we tend to buy and sell in the same currency wherever possible to enable us to continue to offer competitive pricing.

### **Cloud services**

As Microsoft and AWS deliver cloud in the UK from their UK data centres, organisations will be able to take full advantage of these cloud services and enhance communication and security whilst storing their data within the UK. All of this can be provided by Bytes.

### **Data Protection**

Information and guidance provided by the Information Commissioners Office ('ICO') regarding data protection continues to be closely followed. With the UK General Data Protection Regulation ('UK GDPR') essentially being the same as the EU GDPR with the same principles, obligations and rights of data subjects remaining in place, very little has changed to our processes. All documents that referred to the EU GDPR have been updated accordingly.

### **Employees & Contractors**

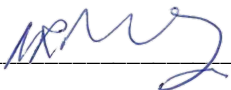
The end of free movement of people has had no impact, and will continue to have no impact, as we recruit from within the UK. All Bytes employees have the entitlement to work in the UK, we are not required to hire people from abroad to work on projects for the business, and 3rd party contractors, such office cleaners, have the entitlement to work in the UK.

### **Standards**

The UK Government has said it will maintain high regulatory standards for the environment, climate change, social and employment, and consumer protection and not allow standards to fall below their current levels. We are encouraged by this and will continue to maintain these high levels of standards.

### **Financial Stability**

Bytes is a financially strong company and resilient enough to survive any downturn in the economy. With any economic uncertainty, we are aware that some customers may delay large IT investment decisions but actively encourage all our customers to include us in their software investment deliberations as we have the expertise to advise on the best arrangements in these uncertain times.

Signed:  \_\_\_\_\_ Neil Murphy, Chief Executive Officer

Dated: 27<sup>th</sup> August 2021