



TECHNOCOVER

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

As Technocover Limited deal with businesses whose annual turnover is £36 million or more, we are part of the supply chain and therefore feel we have a duty to provide our own policy on slavery and Human Trafficking pursuant to the Modern Slavery Act 2015 (Transparency in Supply Chains).

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. Technocover have a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in all our business dealings and relationships.

Technocover Limited is committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery and expect the same high standards from all our contractors, suppliers and other business partners. This policy applies to all persons working for, or on behalf of Technocover Limited, in any capacity, including employees, managers, directors, contractors, external consultants, third-party representatives and business partners.

This policy does not form part of any employee's contract of employment and we may amend it at any time.

Compliance with the Policy

All Technocover Limited persons and those acting on behalf of Technocover Limited, must ensure that they read, understand and comply with this policy.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

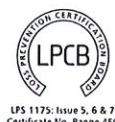
You must notify a Director as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future or suspect a breach of this policy has occurred, or that it may occur, you must notify a Director in accordance with the Technocover Limited Whistleblowing Policy as soon as possible.

You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.

If you are unsure about whether an act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, again, raise it with a Director.

Technocover Limited aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform a Director immediately. If the matter is not remedied, and you are an employee, you should raise it formally using the Technocover Limited Grievance Procedure.

Technocover Limited – Providers of high integrity physical security solutions for the protection of national critical assets.



Communication and awareness of this policy

Briefings on this policy, and on the risk our business faces from modern slavery in its supply chains will form part of the induction process for all individuals who work for us.

Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Breaches of this policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

Technocover Limited may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.



Alison Taylor – Interim Managing Director 21.09.2021