



iCoTech
Services

Modern Slavery and Human Trafficking Policy

1. Policy Statement

1.1 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. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships. We are committed to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

1.2 We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our terms and conditions of business, we require compliance with this policy and the Modern Slavery Act 2015 which contains specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, (whether adults or children), and we expect that our suppliers will hold their own suppliers to the same high standards.

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

2. Application of the policy

2.1 This policy applies to all persons working for us or on our behalf in any capacity, including (but not exclusively): employees at all levels, directors, agency workers, seconded workers, volunteers, interns, contractors, external consultants, third-party representatives, business partners and academic partners, wherever they may be located.

3. Responsibility for the policy

3.1 The CEO has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

3.2 Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are provided with adequate and regular communications on it and the issue of modern slavery in supply chains.

3.3 This policy will be subject to annual reviews overseen by Human Resources and the CEO.

3.4 Annual training on Tackling Modern Slavery will be required by employees at all levels and this will be monitored by Human Resources.

4. Compliance with the Policy

4.1 All employees, agency workers, seconded workers, volunteers, interns, contractors, external consultants, third-party representatives, business partners must ensure that they read, understand and comply with this policy.

4.2 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 a breach of this policy.

4.3 You must notify the CEO or Human Resources as soon as possible if you believe or suspect that a conflict with this policy is occurring, has occurred, or may occur in the future.

4.4 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.

4.5 If you are unsure about whether a particular 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, raise it with your manager, or, if it is not appropriate to do so, with the CEO or Human Resources.

4.7 We 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 or partner organisations. 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 the CEO or the Human Resources. If the matter is not remedied, and you are an employee, you should raise it formally using our Grievance Procedure, which can be found under policies on the iCoApp.

5. Communication and awareness of this policy

5.1 iCoTech will ensure staff at all levels complete annual training on Tackling Modern Slavery. In addition, communications on modern slavery will be provided as necessary to all employees.

5.2 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.

6. Breaches of this policy

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

6.2 We may terminate our relationship with other individuals, partners and organisations working on our behalf if they breach this policy