

## Europa Technologies Modern Slavery Policy – December 2021

### **Modern slavery policy statement**

Europa Technologies does not permit, condone or otherwise accept any form of slavery and/or human trafficking (as defined in the Modern Slavery Act 2015) either by its employees, subcontractors, contractors, agents, partners or any other organisation, entity, body, business or individual with whom Europa Technologies engages or does business (“Associated Party”).

Europa Technologies is committed to preventing any form of slavery and/or human trafficking in its activities and to ensure that its Associated Parties are free from any form of slavery and/or human trafficking.

In the event that Europa Technologies suspects any slavery and human trafficking by an Associated Party, Europa Technologies reserves the right to: report such suspicions, provide appropriate information to the relevant authorities, and to suspend or terminate any associated engagement, business arrangement or contract.

Each Associated Party is required to: put in place suitable management policies / system(s) for ensuring compliance with the Policy; extend the principles set out in this Policy to those engaged or acting on the Associated Party’s behalf, including contractors; and to permit Europa Technologies to audit its compliance with the Policy, including making records available to Europa Technologies to demonstrate compliance with the Policy.

### **Company structure, business activities and supply chain**

Europa Technologies is a privately-owned company (with no parent or subsidiary companies) which provides Geographic Information Systems and solutions to a wide range of customers. Europa Technologies’ business activities include distributing third party product, computer programming, undertaking professional consultancy services, training and support.

Europa Technologies' supply chain is primarily comprised of organisations within the United Kingdom or Europe. Europa Technologies' activities are primarily undertaken in the United Kingdom. Europa Technologies does not normally operate directly outside of these countries.

### **Due diligence processes**

We:

- Operate strict procurement processes, ensuring suppliers comply with all applicable laws and standards, including those which relate to the Modern Slavery Act;
- Expect our suppliers to have suitable anti-slavery and human trafficking policies and processes in place within their own businesses and to cascade those policies to their own suppliers;
- Have completed an analysis of assurance information from existing suppliers and partners and followed up where relevant;
- Have added a specific item relating to the Modern Slavery Act to the agenda of contract management meetings with suppliers enabling us to be kept informed of any changes;
- Include appropriate terms in our contractual documentation, obliging suppliers and contractors to comply with the Modern Slavery Act and reserving the right for Europa Technologies to audit suppliers and contractors, where we consider it appropriate;
- Encourage staff to identify and report any potential breaches of Europa Technologies' modern slavery policy statement;
- Whistle blowers are protected through our confidential reporting process.

The above procedures are designed to:

- Identify and assess potential risk areas in our business and supply chains.
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Monitor potential risk areas in our business and supply chains.
- Provide adequate protection for whistle blowers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Europa Technologies' modern slavery statement for the financial year ending 31/1/19.

Last Updated December 2021.