



MODERN SLAVERY POLICY STATEMENT

This statement is made in accordance with section 54, part 6 of the Modern Slavery Act 2015 and sets out the steps that F-TEC has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain. Modern slavery encompasses slavery, servitude, human trafficking and forced labour. F-TEC has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

We operate a number of internal procedures to ensure that we are conducting business in an ethical and transparent manner. These include:

- Recruitment procedure. We operate a robust recruitment procedure, including conducting eligibility to work in the UK checks for all employees, self-employed and agency staff to safeguard against human trafficking or individuals being forced to work against their will. F-TEC will pay their employees at least the national minimum wage.
- Whistleblowing procedure. We operate a whistleblowing procedure so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

We conduct due diligence on all suppliers before allowing them to become a preferred supplier. In addition, we require that they confirm to us that:

- They have taken steps to eradicate modern slavery within their business.
- They hold their own suppliers to account over modern slavery.
- (For UK based suppliers) They pay their employees at least the national minimum wage.
- (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations.
- We will terminate their supplier status should any instances of modern slavery come to light.

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Karl Baum, Managing Director

F-TEC