



CTECH Business Solutions MODERN SLAVERY STATEMENT

The Modern Slavery Act requires that CTECH Business Solutions Limited publicly reports the steps it has taken to ensure its operations and supply chains are free of human trafficking and slavery.

Process

We maintain a number of key processes and activities to ensure compliance to the Act.

Supplier and Supply Chain Activity

A comprehensive process has been developed to ensure that:

- Suppliers to CTECH agree to our policies including human rights (the Modern Slavery Act), as set out in our standard terms and conditions of purchase, to meet approved supplier status.
- Product compliance due diligence processes are in place for all approved suppliers.
- Supplier performance is reviewed and monitored.
- Guidance on modern slavery is provided to our procurement and sourcing professionals to improve the understanding of human rights and supply chain working conditions.

Recruitment and HR

HR processes and controls to ensure:

- All staff are assessed for their right to work.
- Our recruitment service providers sign up to our terms and conditions and employment policies.
- Workplace equality policies are in place.
- Wages and benefits comply with relevant government legislation. Continual Improvement
- CTECH continues to review and develop its policies, procedures, systems and controls to ensure ethical and legal compliance.
- We have a whistleblowing process to ensure that all staff have a voice that will be heard in confidence.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

CTECH Business Solutions Limited

John-Alan Cole, Managing Director

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