

MODERN SLAVERY STATEMENT

At Twin Technology the issue of Modern Slavery is taken very seriously, and we welcome and fully support the Government's objectives to eradicate modern slavery and human trafficking whilst the significant role we have to play in both combatting it and supporting victims. Twin Technology is dedicated to being open and honest about our approach to preventing modern slavery in our supply chains and business, as well as ensuring that our employees are aware of the Modern Slavery Act 2015 and their safeguarding duty to protect and prevent any abuse when it's identified or suspected that a child, young person or adult may be or is at risk of modern slavery or human trafficking.

Twin Technology has a zero-tolerance approach regarding slavery and human trafficking, we are committed to maintaining and improving systems, processes, and policies to avoid complicity in human rights violations and to prevent slavery and human trafficking in our supply chains.

A) ORGANISATION

This statement applies to Twin Technology (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2023/2024

B) ORGANISATIONAL STRUCTURE

The Organisation is controlled by a Board of Directors, all of whom are Shareholders of the company; there is a single centralised office, located in Watford (UK) from which all employees work from. The Organisation is roughly split into four departments: Technical, Sales, Accounts and Human Resources.

The Organisation provides a full gamut of services around the Sales and Support of IT services. IT Services, includes the sale of Hardware, Software, Consultancy. Consultancy can encompass the design, installation and continued support and monitoring of a customer's IT environment. Although the Sale of IT hardware and software is predominately through an approved Account Manager, there may be from time-to-time Sales made through various websites. Demand for our services is not seasonal and is consistently high throughout the year.

The labour supplied to the Organisation in pursuance of its operation is carried out in either our Offices, or those of our customers, if required. Over the past year this has include International travel to the USA and Europe.

C) DEFINITIONS

The Organisation considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

D) COMMITMENT

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or

compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.)

E) SUPPLY CHAINS

In order to fulfil its activities, the Organisation's main supply chains include those related to supply of IT Hardware, Software and Services. Our supply chains include: hardware manufacturers, software vendors and distributors.

F) POTENTIAL EXPOSURE

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

The Organisation does not consider that we operate in high risk sectors or locations. However, we recognise that there is always the potential for slavery and human trafficking to occur so we will regularly evaluate our supply chains using risk assessments.

G) STEPS

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- The Organisation reviews this policy when new partnerships are actioned.
- The Organisation is committed to having transparency in our supply chains to remove slavery and human trafficking.
- We have contractual commitments from suppliers to adhere to the Modern Slavery Act 2015.

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

Date of approval 01/11/2023.

Signed



Mr L Rach
Managing Director
Date 01/11/2023