



MODERN SLAVERY ACT STATEMENT

1. Purpose

- 1.1 This statement sets out Z-Tech's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its business and its supply chains, in accordance with the Modern Slavery Act 2015.
- 1.2 The Company recognises that it has a responsibility to take a robust approach to slavery and human trafficking.
- 1.3 This statement relates to actions and activities during the financial year 1 April 2020 to 31 March 2021. It has been approved by the Board of Directors and signed by Z-Tech's Chief Executive Officer.

2. Philosophies and Principals

- 2.1 Z-Tech is absolutely committed to preventing slavery and human trafficking in its activities, and to ensuring that its supply chains are free from slavery and human trafficking.
- 2.2 Z-Tech strives to ensure that it does not contribute towards adverse human rights impacts through its supply chains. There is an ongoing commitment to engage only those suppliers that uphold the same principles as Z-Tech and where necessary ensure the implementation of corrective action measures. In the event that suppliers fail to take steps to cease or prevent adverse human rights impacts, Z-Tech will reconsider its business relationships with those suppliers.

3. Activities related to prevention of slavery and human trafficking

3.1 Supply Chain Management

Z-Tech source a wide range of goods and services from suppliers mainly based in the United Kingdom.

In all of its dealings with those suppliers it strives to ensure that the highest ethical standards are reached at all times. As part of this ongoing requirement, there will be increased focus on the requirement for a long term commitment by those suppliers to eradicate slavery and human trafficking in their own businesses and supply chains.

Z-Tech undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. Our regular internal audits of our direct suppliers has presented us with no immediate concerns. The vast majority of these suppliers are based in the United Kingdom and have been assessed as posing minimal risk in terms of non-compliance with the Act.



3.2 Policies and Procedures

Code of Conduct – Z-Tech’s Code of Conduct provides a set of rules based on both national and international standards to ensure Z-Tech’s employees are upholding the highest level of ethical conduct in their day-to-day business. The Company strives to maintain the highest standards of employee conduct and ethical behaviour.

Whistleblowing Policy – Z-Tech encourages all its workers and customers to report any concerns relating to the direct activities, or the supply chains of, the Company. Z-Tech’s whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. All workers have access to ZTA where they can raise a confidential (and anonymous) concern, as described in the whistleblowing policy.

Supply Chain Management Procedure - Z-Tech are committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour.

4. Continued Commitment

4.1 Z-Tech recognised the importance of maintaining constant vigilance to identify and address any impacts associated with slavery and human trafficking throughout its supply chains. In recognition of the salience of these issues, Z-Tech is committed to continuing to enhance its capacity to identify, prevent and mitigate any actual or potential impacts in this field.

5. Supporting and related documents

5.1 This policy should be read and understood in conjunction with Code of Conduct, Whistleblowing Policy, Recruitment Policy and Supplier Code of Conduct.

5.2 If you require further information or assistance in relation to compliance with this Policy, you should speak with your line manager in the first instance or contact HR.

Signed: 

Name: Michael Swinhoe, Chief Executive Officer

Date: 18/05/2021