

Owner/s:	Human Resources	Issue Date:	September 2024
Classification:	Company Internal		

Modern Slavery and Human Trafficking Statement

This statement comprises the Slavery and Human Trafficking Statement ("Statement") of Technology Services Group Ltd ("TSG") for the financial year ending 31st March 2024. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 ("The Act").

This statement covers the activities of TSG. It sets out the steps TSG has taken prior to, or will be taking place during, the Financial Year to ensure that slavery and human trafficking is not taking place in either any of TSG's supply chains or in any part of TSG's business.

TSG's organisational structure, business and supply chains

TSG is a privately owned company which provides IT Services and Support solutions, predominantly in the UK, to a wide range of customers. TSG's business activities include distributing third party product, designing IT solutions, undertaking professional consultancy services and project delivery, and support. The company has over 250 employees, and has an annual turnover of £39.7 million.

TSG's supply chain is primarily comprised of organisations within the UK. TSG's activities are primarily undertaken in the United Kingdom, and does not normally operate directly outside of the UK. The supply chain also includes professional services firms acting as sub-consultants in the delivery of professional services.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We have made a commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure that slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

During the relevant financial year we have reviewed our policies and procedures aimed at the prevention of slavery and human trafficking in our business and supply chains. We consider that no area of our business is of high risk following an assessment focussing on factors such as levels of staff turnover, procurement controls, outsourcing arrangements and low levels of unskilled work performed by TSG.

We will incorporate the policy into the TSG Purchasing Terms and Conditions, and have systems in place to identify and assess potential risk areas in our supply chains. The appointment of suppliers and subcontractors is subject to careful due diligence to ensure that there is no perceivable risk of slavery and/or human trafficking. TSG only engages with reputable suppliers or parties that do not engage in any form of slavery and/or human trafficking.

In the event that TSG contracts with suppliers or subcontractors outside of the United Kingdom it shall assess the supplier/subcontractor and the relevant geographic area on a case by case basis, undertaking necessary due diligence to ensure that there is no risk of slavery and/or human trafficking.

We will also aim to ensure supplier adherence to our values by confirming with our major suppliers that they abide by this policy, and have similar controls in place.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we commit to reviewing the need for training on the risks of modern slavery and human trafficking, and implementing this where appropriate. We also require our business partners to ensure that their own staff and providers comply with the Act.

Other measures include:

- Visibility of the statement and Policy on our internal staff portal.
- Communication to all staff to read the statement and Policy.
- Annual reminder to ensure that staff are familiar with the statement and Policy.
- The statement and Policy will be highlighted to new staff as part of their induction process.

This statement has been approved by the TSG Board of Directors.



SIGNED:
Rory McKeand, CEO

DATE: 23RD SEPTEMBER 2024

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