



MODERN DAY SLAVERY ACT 2015

ANTI SLAVERY AND HUMAN TRAFFICKING POLICY

Updated January 2025

Policy Statement

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour, and human trafficking, all of which deprive a person of their liberty in order to exploit them for personal or commercial gain.

Tracsis plc ('the Company') and its subsidiary companies (together 'Tracsis') have a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in all its business dealings and relationships. We have adopted and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our business. We are also committed to ensuring transparency in our business and in our approach to tackling modern slavery, which is consistent with our disclosure obligations under the Modern Slavery Act 2015.

We expect the same high standards from all of our contractors, suppliers and business partners. This is monitored through the existing supply chain management process.

This policy applies to all persons working for Tracsis or on our behalf in any capacity, including employees at all levels, agency workers, contractors, external consultants, third-party representatives and business partners. This policy forms part of any employee's conditions of employment and we reserve the right to amend it at any time.

Responsibility

- The Executive Directors of Tracsis plc hold overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all employees comply with it.
- Divisional Managing Directors are responsible for the day-to-day implementation of this policy, monitoring its use and effectiveness and auditing internal procedures to ensure they are effective in countering modern slavery. They are also responsible for identifying nominated managers (below).
- Nominated Managers are responsible for ensuring that they read, understand and comply with this policy. If they are in any doubt, guidance is to be sought from Divisional Managing Directors.
- The People team maintain a Recruitment Policy that includes conducting checks on eligibility to work to safeguard against modern slavery and human trafficking. Where we need to use agencies to source new hires, we only work with reputable firms and we endeavour to check their practices before entering partnering agreements. All UK employees inclusive of temporary staff receive at least the national minimum wage.



Compliance

Guidance for Nominated Managers:

- The prevention, detection and reporting of modern slavery in any part of our business or supply chains should be of concern to all colleagues, and in particular Managers, who are required to avoid any activity that might lead to, or suggest, a breach of this policy.
- You are encouraged to raise concerns about any issue or suspicion of modern slavery encountered in any part of our business or supply chains at the earliest opportunity, using the Company's Whistleblowing Policy and process if appropriate.
- If you believe or suspect a breach of this policy has occurred, or that it may occur, you must notify the Divisional Managing Director without delay.
- If you are unsure about whether a particular act or incident within Tracsis or its supply chain constitutes modern slavery, you should report the incident regardless of any uncertainty you hold.
- The Company will encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.
- The Company is committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains.
- If a Company employee believes that they have received inappropriate treatment after raising a concern under this policy, they should inform their Line Manager and if necessary, resort to the Grievance Procedure detailed in the Company's Employee Handbook.

Communication and Awareness

This policy is disseminated to all Tracsis employees on at least annually.

Divisional Managing Directors are responsible for ensuring that this policy is understood by their employees, and that it is implemented and complied with.

A copy of the Modern Slavery Act 2015 is accessible electronically, from here:

<http://www.legislation.gov.uk/ukpga/2015/30/contents>

In accordance with Clause 54(7) of the Modern Slavery Act 2015, a copy of this policy is also published on the Tracsis plc website.

Our zero-tolerance approach to modern slavery must be communicated to suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.



Breaches of Policy

Any employee who breaches this policy may face internal disciplinary action, which could result in summary dismissal. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

This policy statement has been approved by the Tracsis Plc board of directors and will be reviewed annually.

Signed:

Date: 23 January 2025

Andrew Kelly

Chief Financial Officer