

MODERN SLAVERY POLICY

Anti-Slavery and Human Trafficking

1. Policy Statement

- 1.1. 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 have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. The pure technology group (the Group) have a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in all business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.
- 1.2. The Group is committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners.
- 1.3. This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, managers, agency workers, contractors, external consultants, third-party representatives and business partners.
- 1.4. This policy does not form part of any employee's contract of employment and we may amend it at any time.

2. Responsibility for the Policy

- 2.1. The Board of Directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations and that all those identified within our control comply with it.
- 2.2. The Group HR Director has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it and auditing internal control systems and procedures to ensure that they are effective in countering modern slavery.
- 2.3. All managers at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.
- 2.4. All employees are invited to comment on the policy at any time and any such comments should be forwarded to the HR Director.

3. Compliance with the Policy

- 3.1. All employees will be instructed to read this policy and confirm understanding and agreement to comply.
- 3.2. The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control.
- 3.3. All are required to avoid any activity that might lead to, or suggest, a breach of this policy.
- 3.4. Anyone who believes or suspects that a conflict with this policy has occurred, or may occur in the future, must notify their manager immediately.
- 3.5. The Group encourages openness and will support anyone who raises genuine concerns in good faith under this policy, even if it is found that they are mistaken.

4. Communication and awareness of this Policy

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

5. Breaches of this Policy

- 5.1. Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.
- 5.2. The Group may terminate any relationship with other individuals and organisations working on our behalf if they breach this policy.

6. Review

- 6.1. This policy will be reviewed on an annual basis and updated accordingly.