



SYSTEQ
Modern Slavery Policy

Introduction

Systeq Limited is committed to preventing modern slavery and human trafficking in its operations and supply chains. This policy sets out our approach to ensuring that slavery and human trafficking do not take place in any part of our business or our supply chains.

Purpose

This policy aims to ensure that Systeq Limited operates in compliance with the Modern Slavery Act 2015 and supports the eradication of modern slavery and human trafficking globally. It outlines our commitment to ethical business practices and the steps we are taking to prevent modern slavery within our operations and supply chains.

Scope

This policy applies to all employees, officers, directors, contractors, suppliers, and business partners of Systeq Limited.

Definitions

- **Modern Slavery**: Encompasses slavery, servitude, human trafficking, and forced labor as defined by the Modern Slavery Act 2015.
- **Human Trafficking**: The recruitment, transportation, transfer, harboring, or receipt of persons by means of threat, force, coercion, abduction, fraud, or deception for the purpose of exploitation.
- **Forced Labor**: Any work or service demanded from a person under the threat of a penalty and for which the person has not offered themselves voluntarily.



SYSTEQ

Commitment

3. **Resources**: Making resources and support available for employees to report concerns.

Reporting and Whistleblowing

SysteQ Limited encourages all employees, suppliers, and business partners to report any concerns related to modern slavery. We will:

1. **Confidential Reporting**: Provide confidential reporting mechanisms for employees and other stakeholders.
2. **Investigation**: Investigate all reports of modern slavery promptly and thoroughly.
3. **Protection**: Protect whistleblowers from retaliation and ensure their concerns are addressed appropriately.

Monitoring and Review

SysteQ Limited will:

1. **Regular Review**: Regularly review and update this policy to ensure its effectiveness.
2. **Performance Monitoring**: Monitor our performance in combating modern slavery through audits and assessments.
3. **Transparency**: Publish an annual statement on our website detailing the steps we have taken to combat modern slavery.

Responsibility

The Board of Directors of SysteQ Limited has overall responsibility for ensuring this policy complies with our legal and ethical obligations. The management team is responsible for implementing and monitoring the policy within their areas of responsibility.



Conclusion

SysteQ Limited is committed to acting ethically and with integrity in all our business dealings. We will not tolerate any form of modern slavery or human trafficking in our operations or supply chains and will take all necessary steps to ensure compliance with this policy.

This policy was approved by the Board of Directors of SysteQ Limited on 7th June 2024.

Martin Barclay MSL
Director
SysteQ Limited

