



Human Rights and Modern Slavery Policy

1. Policy Statement

TPS Tech Services is committed to conducting all business activities in a manner that respects and upholds fundamental human rights. We recognise our responsibility to prevent modern slavery, human trafficking, forced labour, and exploitative practices within our operations and supply chains.

We believe that ethical business practices, fairness, and transparency are essential to building trust with our clients, suppliers, employees, and the wider community.

2. Scope

This policy applies to:

- All employees, contractors, and consultants engaged by TPS Tech Services.
- All suppliers, partners, and third-party organisations working with or on behalf of TPS Tech Services.

3. Our Commitments

TPS Tech Services will:

- Comply with the **UK Modern Slavery Act 2015** and all relevant human rights legislation.
- Maintain **zero tolerance** towards modern slavery, child labour, bonded labour, and human trafficking.
- Promote safe, fair, and respectful working conditions across our business and supply chain.
- Ensure all workers are treated with dignity and respect, and paid in accordance with legal wage requirements.
- Encourage open communication so employees and contractors can raise concerns without fear of retaliation.

4. Supply Chain Responsibility

We expect our suppliers and partners to:

- Operate in compliance with all human rights and labour laws.
- Demonstrate ethical sourcing, fair employment practices, and respect for workers' rights.
- Provide transparency regarding their own supply chains.
- Cooperate with TPS Tech Services during audits, due diligence, and compliance checks.

5. Due Diligence

To reduce the risk of modern slavery in our supply chain, TPS Tech Services will:

- Conduct supplier vetting and risk assessments where appropriate.
- Use contractual obligations requiring compliance with human rights and modern slavery standards.

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- Investigate any reported concerns promptly and take corrective action if breaches are identified.

6. Training and Awareness

- Employees and contractors will be provided with awareness training on recognising and reporting modern slavery.
- Suppliers will be made aware of TPS Tech Services' expectations through this policy and contractual agreements.

7. Reporting Concerns

TPS Tech Services encourages reporting of any concerns related to human rights or modern slavery.

- Concerns may be raised confidentially to management.
- Any allegations will be treated seriously, investigated promptly, and appropriate actions taken.

8. Continuous Improvement

TPS Tech Services is committed to ongoing review and improvement of this policy to strengthen our approach to human rights and the elimination of modern slavery.

9. Responsibility

- The **Director of TPS Tech Services** holds overall accountability for implementing this policy.
- All employees and contractors share responsibility for ensuring compliance.

Approved by:

Tomasz P. Saternus
Director
TPS Tech Services

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