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## MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

### Introduction

Modern slavery is a recognized crime and Technical Web Services Limited (TWS) have prepared the following Modern Slavery Statement.

At TWS we are fully committed to preventing slavery and human trafficking in our operation and supply chain and have prepared this statement to detail our efforts to address Modern Slavery in the operational context of TWS. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking during the financial year 20[xx].

### Our business and supply chains

#### Brief details of company:

- Technical Web Services Limited
- Internet Services
- Global

We trust all our suppliers, and use them in the assumption that they operate ethically with regards to the context of this statement and modern slavery as an issue. Our supplier selection and on-boarding procedure includes a common sense due diligence regarding their reputation and known performance.

We haven't been made aware of any allegations of human trafficking/slavery activities against any of our suppliers, but if we were, then we would act immediately against the supplier and report it to the authorities.

### Risk assessment

We carry out continued and ongoing risk assessment of our supply chain by taking into account:

- relevant known information.

This assessment will determine our response and the risk controls that we implement.

### Policies

TWS operates the following policies for identifying and preventing slavery and human trafficking in our operations:

- Code of Conduct - we aim to do the right thing when representing the business and strive to maintain the highest standards of conduct and ethical behavior when operating abroad and managing our supply chain.
- Purchasing Code - we do not purchase from organisations that we determine there are grounds to believe, or that we know engage in slavery and human trafficking.

### Supplier due diligence

TWS conducts due diligence on all new suppliers during on-boarding and on existing suppliers at intermittent intervals. This includes:

- Assessing risks in the provision of particular services
- Regularly considering our suppliers, and their health and safety standards, labour relations and employee contracts
- Requiring improvements to substandard employment practices
- Sanctioning suppliers that fail to improve their performance in line with our requirements



We make efforts to assure that all suppliers confirm to the following:

- They don't use any form of forced, compulsory or slave labour
- Their employees work voluntarily and are entitled to leave work
- They provide each employee with an employment contract that contains a reasonable notice period for terminating their employment
- They don't require employees to post a deposit/bond and don't withhold their salaries for any reasons
- They don't require employees to surrender their passports or work permits as a condition of employment

#### Awareness

TWS maintains awareness of the issues of modern slavery by:

- Linking to our modern slavery statement on our website
- Including a reference to our policy in our terms and conditions

#### Measuring how we're performing

TWS makes regular efforts to combat modern slavery and human trafficking in our organisation and supply chain. These include:

- Ensuring that we are aware of the issues and risks posed by slave labour within our business operations?

This statement covers 3 July 2020 to 3 July 2025 and has been approved by the board of Technical Web Services Limited at the board meeting on 30 July 2020.

Technical Web Services Limited

30 July 2020