

## MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement is made in relation to the Modern Slavery Act 2015 and sets out the steps that Smar Technology Ltd, the Company, has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery consists of slavery, human trafficking and forced labour. Smar Technology Ltd has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

**SMAR TECHNOLOGY LTD** The Company are highly experienced in providing maintenance and installation of security systems including Lockdown notification systems This includes security systems, radio-based and electrical services and offsite monitoring. Smar Technology Ltd.'s operates in a manner to ensure that as far as practicably possible we are conducting business in an ethical and transparent manner. This includes the following:

- **Recruitment:** We operate strict recruitment checks, including eligibility to work in the UK and checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- **Equality & Diversity:** We operate a well guided equality and diversity approach to ensure that all individuals are treated the same without prejudice and to eliminate any unfair treatment within our business that relates to equality and diversity.
- **Ethical Trading:** We operate a very firm ethical trading approach to ensure that we not only obtain the high quality product we communicate to our customers, but to also ensure that no modern slavery is taking place within our supply chain.
- **Whistle Blowing :** We openly support the importance of appropriate whistle blowing so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

Smar Technology Ltd operates an ethical trading policy and maintains a preferred supplier list. We conduct due diligence on suppliers before allowing them to become a preferred supplier, including DBS checks where appropriate and other searches from publicly available data to ensure the supplier has not been convicted of offences relating to modern slavery. Where appropriate, we use a supplier questionnaire requiring the supplier to confirm that they are not taking part in any form of modern slavery. When deemed appropriate, this questionnaire may also require our suppliers to confirm to us that:

1. They are ensuring all staff are paid at least the national minimum wage (for UK based employees).
2. If they are international, they pay their employees the prevailing wage in the correct country of operations.
3. If found to be using modern slavery, their contract will be cancelled and all connections will be terminated.

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4. They have suitable and necessary policies and procedures in place to ensure as far as possible that their own supply chain is free from modern slavery.

#### PERFORMANCE INDICATORS

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No customer complaints in terms of the use of modern slavery are received.
- No law enforcement agency has been in contact with regard to modern slavery.

This statement was approved by the Managing Director of Smar-Technology Ltd on 1st April 2023.

Signature:

Date: 1st April 2023 : Christopher Idle Position: Director