

Issue No	2
Issue Date	23/03/2022
Last Reviewed	23/03/2022
Confidentiality	Public
	Page 1 of 2

Document History:

Issue Level	Page No(s)	Date	Brief details of amendment(s) to procedure
1	All	21/11/2016	First issue of the policy
2	All	23/03/2022	Revised to include generic header and document history

Modern Slavery Act 2015

This statement sets out Storetec’s actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business.

As an ethical employer Storetec recognises that it has a responsibility to take a robust approach to slavery, human trafficking and exploitation. In addition to Storetec’s responsibilities as an employer, it also acknowledges its moral duty to notify the authorities of suspected victims of slavery or human trafficking as detailed by section 52 of the Modern Slavery Act 2015 and defined as:

Slavery, Servitude or Forced Labour

A person commits an offence if;

- The person holds another person in slavery or servitude and the circumstances are such that the person knows or ought to know that the other person is held in slavery or servitude
- The person requires another person to perform forced or compulsory labour and the circumstances are such that the person knows or ought to know that the other person is being required to perform forced or compulsory labour.

Human Trafficking

A person commits an offence if;

- The person arranges or facilitates the travel of another person (victim) with a view to being exploited.
- It is irrelevant whether the victim consents to travel and whether or not the victim is an adult or a child.

Exploitation

A person is exploited if one or more of the following issues are identified in relation to the victim;

- Slavery, servitude, forced or compulsory labour.
- Sexual exploitation
- Removal of organs
- Securing services by force, threats and deception
- Securing services from children, young people and vulnerable persons.

Storetec is committed to preventing slavery, human trafficking or exploitation in all of its business activities and to ensuring that its supply chains are free from slavery and human trafficking. This statement covers the activities of Storetec in meeting the requirements of the Modern Slavery Act. Storetec strives to maintain the highest standards of employee conduct and ethical behaviour and all breaches are investigated thoroughly.

Issue No	2
Issue Date	23/03/2022
Last Reviewed	23/03/2022
Confidentiality	Public
	Page 2 of 2

Recruitment

Storetec's recruitment processes are transparent and reviewed regularly by the Senior Management Team. This includes robust procedures in place for the vetting of new employees and ensures they are able to confirm their identities and qualifications, and they are paid directly into an appropriate, personal bank account.

Whistleblowing

Storetec encourages all its employees, customers and other business partners to report any concerns related to the direct activities or the supply chain of Storetec. Storetec's Code of Conduct covers the whistleblowing procedure and it is designed to make it easy for employees to make disclosures, without fear of retaliation. All matters raised will be investigated thoroughly by the Senior Management Team.

Code of Conduct

Storetec expects all employees to demonstrate the highest standards of conduct and behaviour. All breaches are investigated by the Senior Management Team. Storetec recognises its responsibility to develop, implement and monitor policies and procedures within its supply chain to safeguard against the exploitation of underage workers and vulnerable adults.