

Team Defence Information

Anti-Slavery Policy

1. **INTRODUCTION:** UK Council for Electronic Business trading as Team Defence Information ("the Company") is committed to preventing slavery, forced labour, human trafficking, and other forms of exploitation within its operations and supply chains. This Anti-Slavery Policy ("Policy") outlines the Company's commitment to ethical business practices and compliance with applicable laws and regulations, including the UK Modern Slavery Act 2015.
2. **SCOPE:** This Policy applies to all employees, contractors, suppliers, and business partners of the Company, regardless of location or role. The Policy extends to all aspects of the Company's operations, including but not limited to procurement, manufacturing, distribution, and sales.
3. **COMMITMENTS:**
 - a. **Zero-Tolerance:** The Company maintains a zero-tolerance approach to slavery, forced labour, and human trafficking in all its forms.
 - b. **Compliance:** The Company is committed to complying with all applicable laws and regulations related to slavery and human trafficking, including the UK Modern Slavery Act 2015.
 - c. **Ethical Sourcing:** The Company seeks to engage with suppliers and business partners who share its commitment to ethical business practices and human rights.
 - d. **Transparency:** The Company is committed to transparency in its supply chain and will take steps to identify and address risks of slavery and human trafficking.
 - e. **Training and Awareness:** The Company provides training and awareness programs to educate employees and stakeholders about the risks of slavery and human trafficking and their role in preventing these abuses.
4. **RESPONSIBILITIES:**
 - a. **Management:** Senior management is responsible for ensuring that this Policy is implemented and communicated effectively throughout the organization.
 - b. **Employees:** All employees are responsible for familiarizing themselves with this Policy and reporting any concerns or suspected violations in accordance with established reporting procedures.
 - c. **Suppliers and Business Partners:** The Company expects its suppliers and business partners to adhere to the principles outlined in this Policy and to take steps to ensure that slavery and human trafficking are not present in their own operations and supply chains.
5. **RISK ASSESSMENT:**
 - a. **Risk Identification:** The Company conducts risk assessments to identify potential areas of risk related to slavery and human trafficking within its operations and supply chains.
 - b. **Due Diligence:** The Company conducts due diligence on suppliers and business partners to assess their compliance with this Policy and identify any potential risks of slavery or human trafficking.
6. **REPORTING PROCEDURES:**
 - a. **Reporting Mechanism:** Employees, suppliers, and other stakeholders are encouraged to report any concerns or suspected violations of this Policy through established reporting channels, such as the Company's whistleblower hotline or compliance officer.

- b. **Non-Retaliation:** The Company prohibits retaliation against individuals who report concerns or suspected violations in good faith.
7. **INVESTIGATION AND REMEDIATION:** a. Investigation: The Company promptly investigates reports of concerns or suspected violations of this Policy and takes appropriate corrective action if necessary. b. Remediation: If violations are substantiated, the Company will take steps to address the situation and mitigate any harm caused, including termination of relationships with non-compliant suppliers or business partners.
8. **REVIEW AND UPDATES:** This Policy shall be periodically reviewed and updated as necessary to reflect changes in laws, regulations, and best practices related to slavery and human trafficking.
9. **ACKNOWLEDGMENT:** By virtue of their affiliation with the Company, employees, suppliers, and business partners acknowledge receipt of this Policy and agree to comply with its provisions.

IN WITNESS WHEREOF, the undersigned hereby execute this Anti-Slavery Policy as of the date first written below.

UK Council for Electronic Business trading as Team Defence Information

By: Phil Williams, Managing Director

Date: 1 October 2021

Amendment Record

Date	Detail
1 Oct 21	V1.0 - Initial version
1 Oct 22	V2.0 – Reviewed – S Russell
1 Oct 23	V3.0 – Reviewed – S Russell
1 Oct 24	V4.0 – Reviewed – K Gough
30 July 25	V5.0 – Reviewed – K Gough