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Modern Slavery & Human Trafficking Statement

Introduction

Zest Intelligence Limited (the company) recognises that all employers have an obligation to prevent slavery and human trafficking and will do all in its power to prevent slavery and human trafficking within its operation and within the suppliers through which it operates.

Modern slavery can take many forms including the trafficking of people, forced labour, servitude and slavery. The company take its responsibility for supplying staff extremely seriously. Our own processes around candidate engagement ensure our employees are alert to the signs of exploitation, allowing necessary action to be taken promptly and effectively should it be identified.

This statement focuses specifically on the Organisation’s compliance with the Modern Slavery Act 2015 (the Act) and highlights the steps we take to ensure there is no slavery or human trafficking occurring within the organisation or its supply chains. Maintaining this reputation within our market is an essential pre-requisite to our continued success

Organisation’s Structure

The company is a professional and technical services SME, based in Cheltenham employing 4 people.

In accordance with Section 54 of the Modern Slavery Act 2015 this statement sets out the steps the company has taken and will take to ensure that it is not contributing to modern slavery through its business dealings and relationships.

Vision and Mission

The company supports the UK Government and businesses in sensitive and highly regulated industries with their data management, digital transformation, and Cloud strategies. Working with customers and partners in secure environments, we help transform them by leveraging innovation solutions to streamline operations, enhance efficiency, and drive growth.

The company’s mission is empowering trust through trusted delivery **Trusted to deliver.**

Policies including on Slavery and Human Trafficking

Forced or compulsory labour, human trafficking and other kinds of slavery represent some of the gravest forms of human rights abuse in any society. We all have a responsibility to be alert to the risks in both the company and our stakeholders.

- The company is committed to conducting all aspects of its business in an ethical and transparent manner. We acknowledge our duties and responsibilities under the Modern Slavery Act 2015.
- The company requires that all workers are treated with dignity and respect. We are fundamentally opposed to slavery, human trafficking, forced labour, debt bondage, the sale or exploitation of children and all exploitative practices in the workplace.
- The company requires that all contractors and suppliers do not engage in any such practices, and do not knowingly themselves contract with third parties which do.
- The company's values require that it terminates business relations with any contractor or supplier found to be in breach of anti-slavery and human trafficking obligations.

Employees should be free to choose to work for their employer and to leave the Organisation upon reasonable notice.

All employees must be provided with a clear contract of employment, which complies with local legislation.

All employees must be treated in a fair and equal manner and with dignity and respect.

Any form of discrimination, victimisation or harassment on the grounds of marital or civil partnership status, sex (including gender reassignment), race (including colour, ethnic and national origin, nationality), disability, sexual orientation, having or not having dependants, religious belief or political opinion, age, trade union activity and offending background should be prohibited.

All applicable laws and industry standards on employee wages, benefits, working hours and minimum age should be adhered to in all countries of operation, without any unauthorised deductions. Suppliers should observe the provisions of the International Labour Organisation such that any young persons under the age of 18 should not be employed to work at night or for any hazardous work and their employment should not harm the young person's education, health or physical, mental, moral or social development. No young persons may be employed below the age of 16.

All slavery and human trafficking laws must be complied with including, but not limited to, the UK Modern Slavery Act 2015. Suppliers must ensure their business operations are free from slavery and human trafficking practices whether in the UK or elsewhere, both internally and within their supply stakeholders and other external business relationships. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains, stakeholders or in any part of our business.

Due Diligence Process for Slavery and Human Trafficking

The company ensure strict compliance checks are carried for all suppliers. We verify all stakeholders and their processes before supply commences.

All the company employees have channels through which they may voice concerns. The company is committed to protecting employees when disclosing malpractice and will ensure that all disclosures made in good faith will be treated confidentially and without fear of retaliation.

Training

All staff within the company are expected to comply with all laws and act in accordance with local guidelines and regulations and act with integrity and honesty.

Training and refresher training is provided for all employees covering the following:

- the basic principles of the Modern Slavery Act 2015;
- how employers can identify and prevent slavery and human trafficking;
- complying with processes at the start of new supplier relationships;
- what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within our organisation; and
- what external help is available, for example through the Modern Slavery Helpline.

Relevant policies

The company operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

Whistleblowing policy

The company encourage all our workers, customers and other business partners to report any concerns related to the direct activities, or the stakeholders of, our organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The company's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.

Employee code of conduct

The company's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The company strive to maintain the highest standards of employee conduct and ethical behaviour. Where these expectations are not met, employees will be subject to disciplinary procedures as outlined in the employee handbook.

Supplier code of conduct

The company is committed to ensuring that suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The company work with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of the supplier code of conduct will lead to the termination of the business relationship.

This policy will be reviewed annually or as and when is required.