

Be-Safe Technologies Ltd
Modern Slavery and Human Trafficking Statement
EMP-10

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 2024-2025 – the statement is reviewed annually in July. Next Review July 2025.

The statement sets down Be-Safe Technologies Ltd's commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management is expected to act upon them.

Organisational structure and supply chains

This statement covers the business activities of Be-Safe Technologies Ltd which are as follows:

The provision of a SaaS-Based Health and Safety App to businesses.

The Company currently operates in the following countries:

UK

The following is the process by which the Company assesses whether particular activities or countries are high risk in relation to modern slavery or human trafficking:

Responsibility

Responsibility for the Company's anti-slavery initiatives is as follows:

- 1.1 Policies: The CEO is responsible for creating and reviewing policies. The process by which policies are developed is in line with our ISO 27001 and 9001 assessments.
- 1.2 Risk assessments: The CEO is responsible for risk assessments in respect of human rights and modern slavery.
- 1.3 Due diligence: The CEO is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking within Be-Safe or our suppliers.

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires that all staff are aware of our policy and watch a CPD certified Modern Slavery Awareness training video on this subject when they join the company.

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations

- 2.1 **Whistleblowing policy** EMP-09 – The company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or supply chains.
- 2.2 **Employee Code of Conduct/Induction** signed on joining EMP-07 - The Code of Conduct sets down the actions and behaviour expected of employees when representing the Company.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers and regularly reviews its existing suppliers. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners evaluating the modern slavery and human trafficking risks of each new supplier **and** invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.

Performance indicators

The Company uses the following key performance indicator to measure how effective we are in ensuring slavery and human trafficking are not taking place in any part of our business or supply chains requiring all relevant staff and suppliers to have completed training on modern slavery by watching, and confirming in writing they have watched, the CPD certified Modern Slavery Awareness training video and confirming in writing they are unaware of any such activities within their company.

Suppliers also have, as part of their appointment and our ISO requirements to fill in a supplier questionnaire – SU-01 - which has a Modern Slavery Statement to be acknowledged and agreed by any of our suppliers.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Senior Management Team endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Graham Pollard

Position: CEO

Date: July 2024

Signature:

A handwritten signature in black ink that reads "G Pollard". The signature is written in a cursive, flowing style.