

Texecom endorses the core requirements of the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work, including the conventions relating to forced labour, child labour, non-discrimination, freedom of association and right to collective bargaining. Texecom does not tolerate practices which contravene these international standards. Slavery, servitude, forced labour and human trafficking ('Modern Slavery') is a growing global concern and is illegal. The UK Modern Slavery Act 2015 ('MSA') was introduced to combat and prevent Modern Slavery by increasing transparency and awareness by requiring large organisations to take steps to deal with Modern Slavery.

Members of the board and senior leadership team have undertaken Modern Slavery Act compliance training, and this continues to be rolled out throughout the full employee base within Texecom to increase compliance and understanding at all levels.

Texecom have a renewed focus on rolling out supplier monitoring and compliance requirements for 2021, to further reduce all remaining risk factors with the critical target for 2021 being the completion of the supplier handbook (which defines the consequences to suppliers of non-compliance with the Modern Slavery Act). Substantial progress has been made in supplier reporting and vetting, with Modern Slavery Act vetting completed for new suppliers and the ongoing reporting progressed with existing suppliers.