

Modern Slavery Policy

Modern slavery is a crime and a violation of human rights. It takes various forms, including forced, bonded or compulsory labour and human trafficking. TET Limited has a zero-tolerance approach to modern slavery and is staunchly committed to acting ethically and with integrity to ensure that modern slavery is not taking place in our supply chain. TET has 60 employees across three UK offices, two European offices (Paris and Amsterdam) and an office in New York, USA.

We provide organisations with software licensing, workplace technology, networking and security, cloud, and datacentre. We partner with many hardware and software vendors to bring the latest and broadest range of technology to our customers. We purchase mainly from large mainstream distributors and a small number of specialist service providers to augment the services provided by our in-house teams.

The majority of our business comes from small to medium-sized businesses, but public sector customers are continuing to account for an increasing percentage of our revenue. We also have a significant number of larger enterprise customers. We have introduced procedures that contribute to ensuring modern slavery does not occur in our business or supply chains, and we expect organisations with whom we do business to adopt and enforce policies to comply with the legislation:

- Robust recruitment processes in line with UK employment laws, including comprehensive pre-employment vetting carried out by an independent specialist company
- Engaged with an independent specialist third-party organisation to carry out HR advice and activities, which includes a confidential helpline for TET staff should they require advice on employment issues arising from their work
- Written employment contracts are initially issued in draft form to potential new employees so they can review the terms
- Our supply chain is based on industry standard vendors and mainline distributors, with only a small number of essential specialist suppliers
- We have sought confirmation by our top suppliers in terms of spend, of their compliance with the Modern Slavery Act 2015 (Act)

- Introduced a Supplier Code of Conduct, used for all new major suppliers or in re-tendering, which addresses the labour rights issues associated with modern slavery and sets out the values and standards we expect of our suppliers
- The roll out of our anti modern slavery training has commenced for current employees in roles identified as being predominantly supply chain management and customer facing

Planned actions for 2024

- Training will be completed for 100% of the above-mentioned employee group. Awareness training will be introduced companywide.
- Additional audit checks will be introduced within our already established ISO 9001:2015 quality management system to strengthen our modern slavery approach.
- Further supplier declarations will be requested, with a target of those received back accounting for over 85% of our suppliers by value Statement approved by the TET Limited Board of Directors.

Signed: Martin Bance – Operations Director

Dated: January 2024