

Modern Slavery Statement

Introduction from Sam Liu, Founder

Modern slavery, encompassing trafficking, forced labour, and forced recruitment for armed conflict, prostitution, pornography, and other illicit activities, represents some of the gravest violations of children's rights. TechStart works with numerous children globally who have either experienced or are at risk of these forms of slavery. We address the root causes of modern slavery, support the rehabilitation of those affected, and protect them from further harm.

In line with the UN Guiding Principles for Business and Human Rights, we believe all businesses have a responsibility to respect children's rights through their activities. This begins with identifying and addressing risks within their supply chains. TechStart promotes responsible behaviour among the businesses we collaborate with.

TechStart (CS-GB CIC) is dedicated to preventing slavery and human trafficking in our corporate activities and ensuring our supply chains are free from such practices. This statement outlines the steps we have taken and continue to take to ensure that modern slavery is not occurring within our business or supply chain.

Our Business

TechStart operates as a leading technology solutions provider based in the UK. Our services encompass software development, IT consulting, and digital transformation. We are committed to the highest ethical standards and integrity in all our business dealings and relationships.

Our Policies

TechStart has implemented several policies to prevent modern slavery and human trafficking, including:

- **Anti-Slavery and Human Trafficking Policy:** This policy outlines our zero-tolerance approach to modern slavery and human trafficking within our operations and supply chain.
- **Whistleblowing Policy:** We encourage all employees, customers, and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.
- **Supplier Code of Conduct:** We require our suppliers to adhere to our values and standards, including stringent anti-slavery measures.



Due Diligence Processes

To identify and mitigate the risks of modern slavery and human trafficking in our business and supply chain, we have implemented the following due diligence processes:

- Risk Assessment: We conduct regular risk assessments to identify areas of our business and supply chain that may be susceptible to modern slavery and human trafficking.
- Supplier Audits: We communicate with our suppliers to ensure compliance with our anti-slavery policies and standards.
- Employee Training: We provide training to our employees to help them identify the signs of modern slavery and understand the actions they should take if they suspect any form of modern slavery.

Supply Chain Management

TechStart is committed to ensuring transparency in our supply chain. We work closely with our suppliers to ensure that they share our commitment to preventing modern slavery. Our technology supplier agreements include clauses that require adherence to our anti-slavery and human trafficking policies.

Continuous Improvement

TechStart is dedicated to continuous improvement in our efforts to combat modern slavery. We regularly review our policies and practices to ensure their effectiveness and adapt them to any new challenges or risks that arise.

Reporting and Accountability

Any concerns regarding modern slavery or human trafficking can be reported through our whistleblowing channels. All reports will be thoroughly investigated, and appropriate action will be taken.

Approval

This Modern Slavery Statement has been approved by the Board of Directors of TechStart and is reviewed annually.

Sam Liu
Founder, TechStart
Date: 1st July 2024

For any inquiries or further information regarding this statement, please contact us at:
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