



MTI TECHNOLOGY LIMITED MODERN SLAVERY STATEMENT

This is an MTI Statement that is made pursuant to section 54(1) of the Modern Slavery Act and constitutes MTI Technology Limited's slavery and human trafficking statement.



ORGANISATION STRUCTURE AND SUPPLY CHAIN

This statement is made pursuant to section 54(1) of the Modern Slavery Act (the "Act") and constitutes MTI Technology Limited's slavery and human trafficking statement for the financial year ending 31st March 2024.

MTI Technology Limited is a limited liability company registered in Scotland (registered number SC112019) and is part of MTI Technology Group Limited.

OUR POLICY ON MODERN SLAVERY

We are committed to ensuring that there is no slavery or human trafficking in our supply chains or in any part of our business and improving our practices to combat slavery and human trafficking. We do not enter into business with any organisation, which knowingly supports, or is found to be involved in slavery, servitude or forced or compulsory labour.

We're also committed to creating and ensuring a non-discriminatory and respectful working environment for our people. Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK.

Our Corporate and Social Responsibility and Equal Opportunities Policies reflect our commitment to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to ensure matters such as slavery and human trafficking is not taking place anywhere in our supply chains.

We also have a Grievance and Whistleblowing Policy, which sets out the process for our staff to report any wrongdoing or raise any concerns they may have in relation to compliance with our legal obligations, which includes compliance with responsibilities in relation to modern slavery and human trafficking, and to ensure that there is adequate protection for employees who make protected disclosures. All reports will be fully investigated, and appropriate remedial actions taken.

We expect our suppliers to obey the laws and regulations that require them to treat workers fairly and provide a safe and healthy work environment and we look to contract on this basis.

DUE DILIGENCE PROCESSES AND RISK ASSESSMENT

MTI mainly operates in the UK and Europe, occasionally providing IT goods and services to customers in the United States of America, Canada and Asia. MTI obtains products and services from a number of different suppliers depending on the requirements of our customers and our business. Some IT goods and services are procured on a global basis using international suppliers, but mainly they are sourced from UK or European entities.

MTI have in place processes and policies to:

- Identify and assess potential risk areas in our supply chains;
- Mitigate the risk of slavery and human trafficking occurring in our supply chains;
- Monitor potential risk areas in our supply chains; and
- Protect whistle blowers.

We have zero tolerance to slavery and human trafficking, and we will not support or deal with any business knowingly involved in slavery or human trafficking. To help identify and monitor the risk of slavery and human trafficking in our supply chain, we seek to ensure our supplier onboarding process includes checks on suppliers to ensure that they are committed to ethical labour practices.

We ensure that anti-slavery and human trafficking provisions are included in contracts with every new supplier. These require each organisation in our supply chain to undertake reasonable checks to ensure that their own suppliers meet the same standard.

We undertake annual audits of our service suppliers to ensure they continually check that they and their own suppliers identify and monitor the risk of slavery and human trafficking.



We also ensure our service suppliers provide their slavery and human trafficking statement where legally required to produce one, so we can identify what checks and processes they have in place to address slavery and human trafficking.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

Reviews of the effectiveness of the steps we have taken this year to ensure that there is no modern slavery or human trafficking in our supply chains happen on an ongoing basis, and we intend to take the following further steps to combat the risk of slavery or human trafficking:

- Achieve a compliance target of >95% employee completion of online training, with a commitment to quarterly monitoring and internal reporting of this target.
- Information relating to supplier Modern Slavery Statements will be added to the quarterly Supplier Management Review Internal Audit, with evidence of Modern Slavery Statements recorded on the tracking spreadsheet alongside quarterly monitoring.
- On-boarding procedures of product Suppliers to be reviewed to ensure compliance with Modern Slavery requirements, and MTIs Supplier Management Procedure to be updated.
- Supplier compliance KPIs/stats to agreed alongside internal reporting and including in future Modern Slavery Statements.
- MTI to complete the GOV.UK Modern Slavery Assessment on an annual basis & review findings/recommendations & agree internal improvement actions.
- MTI to produce an internal MTI Modern Slavery Risk Assessment, reviewed annually and made available for publish to customers upon request.
- MTI to publish its annual Modern Slavery Statement on the GOV.UK Modern Slavery Statement Registry.
- Implement a 6-monthly meeting to review and agree changes to MTIs Modern Slavery procedures, initiatives & compliance reporting.


EMPLOYEE TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, MTI employees undertake annual online training. This Statement is also shared with all employees internally to be read and understood.



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This Statement has been approved by MTI's board of directors and signed on behalf of MTI Technology Limited on the date below:

SIGNED  _____
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PRINTED Angelo Diventura POSITION CEO