

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Triangle Technology has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

Our organisation

Triangle Technology is an independent limited company operating in the UK. We are registered in Leeds, but currently operate on an entirely remote-working basis. We provide software as a service, systems development and consultancy services to the charity, public and financial services sectors. Our expected turnover for the current financial year is below £1 million.

As a provider of intangible services, our suppliers are limited to a small set of cloud-based infrastructure providers.

Policies on slavery and human trafficking

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes.

1. Mitigation of risk

As part of our initiative to identify and mitigate risk we:

- 1.1 Ensure any new supplier of services or labour have appropriate anti-slavery and human trafficking policies and processes in place
- 1.2 Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.
- 1.3 Have in policy in place to encourage the reporting of concerns and the protection of whistle blowers

2. Reporting

- 2.1 Staff (including contractors, external consultants and volunteers) at all levels are required to notify a company director if they suspect that a conflict with this policy has occurred or may occur in the future

2.2 Managers and leadership must handle any reports or suspicions of breaches in good faith, and ensure no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains

3. Training

3.1 Training on this policy, and on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us, and updates will be communicated where appropriate

4. Breaches of policy

4.1 Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

4.2 We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

Responsibility for the policy

Triangle Technology's senior leadership team has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

This policy does not form part of any employee's contract of employment and we may amend it at any time.

Policy approval



Toby Johnson

Director

06/04/2022