

MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to Radtac Ltd referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2021.

B) ORGANISATIONAL STRUCTURE

In meeting with our obligations under the Modern Slavery Act 2015 the company offers the following statement as our contribution in the prevention of modern slavery. Modern slavery can take various forms, such as, servitude, forced or compulsory labour and human trafficking.

The Company has a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity and transparency in all of our business dealings and relationships. We are also committed to implementing and enforcing effective systems and controls to ensure that modern slavery and human trafficking are not taking place anywhere within our business or supply chains, consistent with our obligations under the Modern Slavery Act 2015.

The Company also expects the same high standards from all of its suppliers, contractors and other business partners and, as part of its contracting processes, it includes specific prohibitions against the use of modern slavery, and expects that its suppliers will in turn hold their own suppliers to the same standards. Identifying potential victims of modern slavery can be a challenge because the crime can manifest itself in many different ways. There is a spectrum of abuse and it is not always clear at what point, for example, poor working practices and lack of health and safety awareness have become instances of human trafficking, slavery or forced labour in a work environment. In addition, some suppliers may go to great lengths to hide the fact that they are using slave labour. However, the Company accepts that it has a responsibility through its due diligence processes to ensure that workers are not being exploited, that they are safe and that relevant employment, health and safety and human rights laws and standards are being adhered to, including freedom of movement and communications.

This policy applies to all individuals working for the Company or on the Company's behalf in any capacity, including employees, directors, officers, agency workers, volunteers, agents, contractors, consultants and business partners.

The board of directors has overall responsibility for ensuring that this policy complies with the Company's legal and ethical obligations. Line managers are responsible for ensuring that those reporting to them understand and comply with this policy

The labour supplied to Radtac Ltd in pursuance of its operation is carried out in United Kingdom, Portugal, United States of America, Pakistan and Finland.

C) DEFINITIONS

Radtac Ltd considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

D) COMMITMENT

Radtac Ltd acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. Radtac Ltd understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Radtac Ltd does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to Radtac Ltd in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. Radtac Ltd strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in United Kingdom, Portugal, United States of America, Pakistan and Finland.

E) SUPPLY CHAINS

Radtac currently assesses our overall risk profile in relation to Radtac suppliers by referencing several factors, including the geographic location of the Radtac supplier and the industry in which they operate.

The top categories of Radtac's procurement spend comprise of: • Contractors (including the use of contingent labour and other service providers). • Travel costs and services (particularly with airlines, hotels and other travel service providers). • Training Equipment and Facilities • Digital Services relating to Online Marketing.

F) POTENTIAL EXPOSURE

In general, Radtac Ltd considers its exposure to slavery/human trafficking to be relatively limited. The clients we work for are large blue-chip organisations who have Modern Slavery policies and mitigation in place.

Our employees and contracted associates are all paid above the minimum wage and go through a process of professional checks i.e. Right to work in the location of business and in the case of our contractors, that they are associated with a private Ltd Company and have relevant professional indemnities and accreditations.

G) STEPS

Radtac Ltd carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

Radtac Ltd has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, Radtac Ltd has taken the following steps to ensure that modern slavery is not taking place:

- *reviewing your supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;*
- *measures in place to identify and assess the potential risks in its supply chains through our contracts and MSAs*
- *any actions taken to embed a zero-tolerance policy towards modern slavery;*

H) KEY PERFORMANCE INDICATORS

Radtac Ltd set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in Radtac Ltd or its supply chains.

- *Agenda item in Leadership Team meeting gaining feedback on internal employees and external clients, methods and policies*

I) TRAINING

Radtac Ltd provides training to staff to effectively implement its stance on modern slavery as part of induction and Handbook Literature

J) SLAVERY COMPLIANCE OFFICER

Radtac Ltd has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to Radtac Ltd obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval: 1st April 2021

Signed

A handwritten signature in black ink, appearing to read 'Gustav Bjorkeroth', written over a light grey rectangular background.

Gustav Bjorkeroth | CEO

Date: 1st April 2019