

Modern Slavery Statement

1.Introduction

ThamesCatalyst is a values-driven company, and we strive to uphold the highest standards of honesty and integrity in all our business practices.

We condemn modern slavery and human trafficking in all its forms and support the effective abolition of child labour. In accordance with the Modern Slavery Act 2015, we are absolutely committed to ensuring that there is no modern slavery or human trafficking in any part of our business or our supply chain.

2.Our Business and Supply Chains

ThamesCatalyst is a digital solutions provider. Together with our clients, we build modern scalable platforms and user-friendly applications that deliver transformational change. We operate across the UK.

Our supply chains primarily comprise professionals who perform skilled services or third-party suppliers who provide software development services. As a software and technology focused company, ThamesCatalyst does not have an extensive range of suppliers where modern slavery or human trafficking typically presents a material risk, and our supply chains are based in low-risk countries where modern forms of slavery are not prevalent.

3.Our Modern Slavery Policy

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Modern Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our supply chains.

4.Due Diligence Processes for Modern Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk, we conduct thorough due diligence on all new suppliers and regularly review existing relationships. We request that all suppliers provide confirmation that they are not involved in modern slavery or human trafficking. Our due diligence process includes:

- Conducting initial supplier screening
- Performing regular risk assessments
- Completing documentation checks
- Maintaining ongoing monitoring of supplier relationships

5. Supplier Adherence to Our Values

We require all suppliers to confirm they do not participate in modern slavery. Our supplier agreements include specific compliance clauses regarding modern slavery. We maintain the right to terminate relationships with suppliers who breach these requirements.

Our Legal and Human Resources teams actively monitor and ensure compliance with our modern slavery policies and procedures.

6. Training

We provide modern slavery awareness training to all new employees as part of their induction programme. Our procurement and HR teams receive additional specialist training annually on identifying and reporting potential modern slavery risks. Training materials are regularly updated to reflect current best practices and legislation.

7. Measuring Effectiveness

We assess the effectiveness of our modern slavery prevention measures through:

- Regular supplier audits and assessments
- Monitoring staff completion rates of modern slavery awareness training
- Tracking and investigating any reported concerns or incidents
- Annual review of our policies and procedures
- Feedback from our employees and suppliers

8. Progress and Goals

During the past year, we have:

- Updated our supplier onboarding process
- Enhanced our training materials
- Conducted comprehensive risk assessments of our supply chain

For the coming year, we aim to:

- Further strengthen our supplier audit programme
- Expand our training initiatives
- Develop additional performance metrics for measuring effectiveness

9. Website Publication

This statement is published on our company website thamescatalyst.com and can be accessed directly from our homepage.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for our financial year ending 31 March 2024. This statement has been approved by ThamesCatalyst's Board of Directors on 1 April 2024.

Shawkat Ali

Managing Director

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