

MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

1. Introduction

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and sets out the steps taken by Ortus Technologies to prevent modern slavery and human trafficking within our organisation and supply chains.

Ortus Technologies is committed to conducting business ethically, with integrity and in a manner that respects and protects human rights. We have a zero-tolerance approach to all forms of modern slavery, forced labour, servitudes, child labour and human trafficking.

2. Organisation Structure, Business and Supply Chains.

Ortus Technologies is a UK-based technology organisation providing specialist products, solutions and support services primarily to the Emergency Services, Healthcare, Public Sector and other mission-critical industries.

Ortus Technologies operates through several specialist business divisions including:

- Ortus Technology Ltd
- Ortus Telematics Ltd

The Organisation is governed by a Board of Directors responsible for overseeing business strategy, risk management, legal compliance and corporate governance. This organisations workforce is based within the United Kingdom and operates in accordance with UK employment legislation.

Supply Chains

Ortus Technologies procures products, components, consumables, software, services and support from a range of suppliers located within:

- United Kingdom
- European Union
- North America
- Asia including China.

Our supply chain includes manufacturers, distributors, logistics providers, software vendors and service providers supporting the delivery of medical, communications, telematics and monitoring solutions. We recognise that risks of modern slavery may increase further down extended supply chains and therefore seek to work only with reputable organisations committed to ethical business practices.

3. Policies Relating to Modern Slavery and Human Trafficking.

Ortus Technologies maintains a framework of policies and procedures designed to support ethical business conduct and safeguard individuals against exploitation.

These include:

- Modern Slavery & Human Trafficking Statement
- Whistleblowing Policy
- Equal Opportunities Policy
- Bullying and Harassment Policy
- Recruitment and Selection Procedure
- Employee Code of Conduct
- Supplier Due Diligence and Procurement Controls
- Grievance Procedure
- Disciplinary Procedure

These policies reinforce our commitment to fair treatment, lawful employment practices, ethical sourcing and transparent reporting of concerns.

4. Due Diligence Processes

The organisation applies a risk-based approach to supplier and business pattern due diligence

Due diligence activities may include:

- Supplier onboarding assessments
- Verification of business legitimacy and registration
- Review of supplier Modern Slavery Statements where applicable
- Assessment of supplier ethical and labour practices
- Consideration of geographical and sector-specific risks
- Review of supplier certifications and governance controls
- Evaluation of adverse findings or negative media reports
- Inclusion of contractual clauses requiring legal and ethical compliance
- Ongoing supplier performance reviews.

Where concerns are identified, additional scrutiny may be undertaken and appropriate corrective actions required before business relationships are established or renewed.

The organisation also maintains internal recruitment controls to verify an individual's right to work in the United Kingdom and to ensure workers are employed freely and without coercion.

5. Risk Assessment and Management

The organisation considers the overall risk of modern slavery within its directly employed workforce to be low due to:

- UK-based employment arrangements
- Compliance with UK employment law
- Established HR and recruitment processes
- Direct management oversight.

However, we recognise that higher risks may exist within international supply chains, particularly where manufacturing, subcontracting or labour-intensive processes operate in countries with differing labour protections. This reflects the risk recognised within the existing statement regarding overseas suppliers.

Risk Areas

Potential higher-risk areas include:

- Overseas manufacturing operations
- Electronics and component production
- Logistics and transportation services
- Extended tier-two and tier-three supply chains
- Temporary labour arrangements.

Risk Management Measures

To manage these risks, Ortus Technologies:

- Conducts supplier risk assessments
- Reviews supplier Modern Slavery Statements
- Monitors supplier performance
- Includes ethical compliance expectations within procurement processes
- Maintains whistleblowing channels
- Escalates concerns to senior management where required,
- Reserves the right to terminate supplier relationships where evidence of modern slavery is identified or where appropriate corrective action is not taken.

6. Effectiveness and Performance Indicators

Ortus Technologies monitors the effectiveness of its anti-slavery arrangements through ongoing management review and performance indicators.

Performance indicators may include:

- Percentage of key suppliers reviewed for modern slavery compliance
- Percentage of strategic suppliers providing Modern Slavery Statements
- Number of suppliers subject to risk assessment.
- Number of reported concerns relating to labour exploitation or unethical practices
- Number of investigations undertaken
- Number of corrective actions identified and closed
- Number of supplier relationships terminated or suspended due to ethical concerns
- Employee completion rates for relevant awareness training.

To date, Ortus Technologies has not identified any instances of modern slavery or human trafficking within its operations. However, the absence of reported cases does not remove the need for continued vigilance and ongoing review. This statement and associated controls are reviewed annually.

7. Training and Awareness

Ortus Technologies recognises that awareness is critical in identifying and preventing modern slavery.

Training and awareness measures include:

- Employees induction covering ethical business conduct and reporting concerns
- Periodic management and employee awareness communications
- Procurement and supplier management awareness where appropriate
- Promotion of whistleblowing procedures
- Guidance on recognising indicators of modern slavery, forced labour and human trafficking.

Employees are encouraged to report any suspicions or concerns immediately through management channels or the company's whistleblowing procedure without fear of retaliation.

8. Reporting Concerns

Ortus Technologies is committed to maintaining a culture of openness and accountability.

Any employee, customer, supplier or stakeholder who suspects modern slavery, human trafficking or unethical labour practices may raise concerns through:

- Line management
- Human Resources
- Senior Management
- Whistleblowing Procedures

All reports will be treated seriously, investigated appropriately and managed confidentially where possible.

9. Approval

This statement has been reviewed and approved by the Board of Directors and will be reviewed annually as part of the Organisations governance and compliance framework.

Approved on behalf of Ortus Technologies.

Peter Benson

Chief Executive Officer