

This statement is made pursuant to the Modern Slavery Act to show that we are committed to conducting business responsibly and to maintaining and improving systems and processes to address the risk of slavery or human trafficking in our business or supply chain.

Our Parent Company Temple Group Management Ltd (TGM) are committed to best corporate practices and strong ethical values that are articulated in the SDSF principles, derived from the UN SDGs. TGM is committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

This statement sets out the steps Temple Group Ltd takes to prevent slavery and human trafficking in our business and supply chain.

Governance and Risk Management

The Temple Board has overall responsibility for ensuring that risks are managed effectively. Risk is a regular agenda item at Board meetings and the Board reviews risk as part of its annual strategy review process. This provides the Board with an appreciation of the key risks within the business and oversight of how they are being managed.

The Board regularly reviews the principal risks we face, including those that would threaten our business model, future performance, solvency and liquidity. Such risks are assessed based on the likelihood of occurrence and the potential impact on the Company. While the risks of modern slavery and human trafficking have been identified as potential risks, they are identified as low risk for the Company. We continue to review and monitor the status of this risk.

Our Commitment to Human Rights

We are committed to respecting the human rights of our employees in the workplace. We encourage our suppliers and business partners to adopt the same or similarly high standards of ethical behaviour. This includes giving guidance and support to our directly contracted suppliers and business partners in taking appropriate steps to prevent slavery and human trafficking occurring in our business or supply chain.

Recruitment Processes & People Policy

All potential permanent and contract employees go through a pre-employment process. Individuals are verified for identity, employment and academic history, nationality and right to work status. We ensure all salaries are fair and reasonable and commensurate with the role and have a commitment to the pay the “London living wage” as a minimum.

Where we work with third party recruitment service providers, we ensure recruitment terms are compliant with all legislation in the jurisdiction in which they operate, suppliers are encouraged to meet the same or similarly high standards equivalent to our own on ethical conduct, labour welfare, health and safety, environment, civil liberties and human rights.

Our on-boarding processes, ensures that where required by law or contract, each employee receives an offer and a contract outlining matters which may include remuneration, job role, rest and holiday periods, training and development and notice periods.

Procurement & Supply Chain

Temple sources components and equipment predominantly from UK suppliers. We purchase a wide range of products and services from our directly contracted supply base. These products and services are either integrated into the solutions we sell to our customers (direct purchases), or are used to support the efficient running of our internal operations (indirect purchases).

Direct purchases vary in complexity from sub-contracting, professional consulting services to environmental monitoring equipment. Other direct purchases include maintenance services, and IT solutions including those for cyber protection.

Indirect purchases include travel providers, manufacturing consumables, temporary subcontract labour and facilities management.

Supplier Selection Process

Prior to approving and selecting suppliers, we outline the products and services we need and short list potentially suitable suppliers. During this supplier evaluation stage, in addition to financial matters due diligence is also carried out against the following:

- Responsible Trading Principles - business ethics, anti-corruption & bribery, governance and legislation
- Human rights – working hours, harassment and unlawful discrimination, whistleblowing, slavery, human trafficking and child labour
- Health and safety – workplace and product safety
- Environment – impact of operations and products

What would the Company do if Modern Slavery were found in its Supply Chain?

If modern slavery or human trafficking were found within our directly contracted suppliers, we would act immediately to work with the supplier and relevant authorities to understand the circumstances of what has been found and to put in place corrective actions that help the affected workers and protect them from further harm. If a supplier is unwilling to address the issue, then corrective action may include termination of contracts and selection of an alternative supplier.

Signed:



Mark Skelton,
Executive Director
November 2018

Signed:



Andrew Bryant,
Executive Director
November 2018