

High Tide Consulting Ltd
Modern Slavery and Human Trafficking Statement
10/10/2024

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 05/04/2023-05/04/2024.

The statement sets down High Tide Consulting commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of High Tide Consulting which are as follows:

Supply of Internet and IT Consulting services under the trading name “High Tide Group”

The Company currently operates in the United Kingdom but consults for a number of International Clients with sites located around the world.

Responsibility for the Company’s anti-slavery initiatives is as follows:

- 1.1 The Board of Directors are responsible for creating and reviewing policies. The process by which policies are developed is to review current best practice and adapt to the needs of the business.
- 1.2 The Purchasing teams are responsible for risk assessments in respect of human rights and modern slavery by a process of assessing there Modern Slavery Policy and operating countries.

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all staff involved in Procurement, Human Resources and Compliance to have awareness of the principles of the Modern Slavery Act..

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations

- 2.1 **Whistleblowing policy** - the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
- 2.2 **Employee Code of Conduct** The Code of Conduct sets down the actions and behavior expected of employees when representing the Company.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners and evaluating the modern slavery and human trafficking risks of each new supplier

Monitoring of anti-slavery policy

The board of Directors have a responsibility for implementing this statement and its objectives.

High Tide Consulting Policy Commitments

High Tide Will :

- Ensure it have no acts of Modern Day Slavery within our business and employees are not subject to any form of forced, compulsory or bonded labour
- Ensure clear and transparent information is provided to employees about hours worked, rates of pay and the calculation of legal deductions.
- Ensure employees do not suffer any detriment to their salary or benefits unless it falls under our terms and conditions of service.
- Provide a compliant procurement process and suitable procedures for supplier assessment, using our influence to improve transparency and accountability in our supply chain

High Tide Will NOT:

- Expect employees to work in excess of the hours permitted in law unless the employee agrees.
- Delay, defer or withhold salary payments made directly to employees. The only exception to this will be deductions, advances or loans which are either authorised in law or permitted with the full consent of the employee.
- Use suppliers found to be involved in modern slavery or human trafficking

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Board Of Directors endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Andrew Ingram

Position: Director

Date: 10/10/2024