

MODERN SLAVERY POLICY STATEMENT

1. Statement of Commitment

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

NTG Solutions will have a zero-tolerance approach to modern slavery and child labour, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to transparency and to fulfilling our obligations under the Modern Slavery Act 2015, ensuring our approach to preventing modern slavery is clearly communicated throughout our operations and supply chain.

2. Scope of this policy

This policy applies to all individuals working for or on behalf of NTG Solutions in any capacity, including:

- Employees at all levels
- Directors and officers
- Agency workers and seconded staff
- Volunteers and interns
- Contractors, consultants, and third-party representatives
- Business partners and suppliers

We expect all our suppliers and contractors to uphold these same high standards and require that they hold their own supply chains to account.

3. Responsibilities

NTG Solutions has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

The Company has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and having procedures to ensure they are effective in countering modern slavery.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate training on it and the issue of modern slavery in supply chains.

4. Raising Concerns

If you suspect modern slavery is taking place in our business or supply chain, report it immediately to a Company Director.

We encourage all individuals to speak up without fear. Concerns raised in good faith will be taken seriously and treated confidentially. No one will suffer any detrimental treatment for reporting concerns, even if they turn out to be mistaken.

5. Training and Awareness

Training on this policy, and on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us, and updates will be provided using established methods of communication between the business and you.

Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

6. Breaches of this Policy

Any NTG Solutions employee who breaches this policy may face disciplinary action, including dismissal for gross misconduct.

We reserve the right to terminate relationships with third parties working on our behalf if they are found to be in breach of this policy.

Name: Vimal Patel

Position: Commercial Director

Signature: 