

## Modern Slavery and Human Trafficking - Statement

### **Introduction**

This statement sets out Becrypt's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

Becrypt is committed to preventing slavery and human trafficking in its own activities, and to ensuring that its supply chains are free from slavery and human trafficking.

### **Organisational structure and supply chains**

Becrypt is a supplier of cyber security services and products. Becrypt uses suppliers for hardware, software and general organisational support.

The organisation currently operates in the UK and the USA.

The following is the process by which the company assesses whether or not particular activities or countries are high risk in relation to slavery or human trafficking:

Risk assessment in line with information on the Foreign and Commonwealth Office website, local understanding and intelligence as well as general due diligence of suppliers whether local or global.

#### *High-risk activities*

Becrypt has not identified any high risk activities currently.

#### *Responsibility*

Responsibility for the organisation's anti-slavery initiatives lies with the Chief Operations Officer.

### **Relevant policies**

The organisation operates the following policies which may be relevant in identification of modern slavery risks:

- Whistleblowing policy
- Employee code of conduct
- Supplier/Procurement code of conduct
- Recruitment policy
- Equal Opportunities Policy

### **Becrypt compliance**

Becrypt confirms it complies with all legislation in-country with regard to: minimum and living wage; working time; health and safety; right to work. Becrypt uses ethical recruitment practices and ensures all agency suppliers comply with the same regulations. Additionally Becrypt follows the spirit of the legislation and ensures good practice is built into its core values.

## **Due diligence**

The organisation undertakes due diligence when considering taking on new suppliers and reviews its existing suppliers. The organisation's due diligence and reviews include:

- evaluating the modern slavery and human trafficking risks of each new supplier;
- reviewing on a regular basis all aspects of the supply chain;
- requesting a statement from each supplier on their own assessment and activities in the areas of slavery, trafficking and servitude, to include statements on minimum/living wage, recruitment practices, working time arrangements and health and safety.
- conducting supplier audits.

## **Awareness-raising programme**

The organisation has raised awareness of modern slavery issues by providing staff briefings and circulating a series of emails to staff.

The briefing and emails explain to staff:

- the basic principles of the Modern Slavery Act 2015;
- how we can identify and prevent slavery and human trafficking;
- what to look for from suppliers;
- what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the organisation.

## **Board approval**

This statement has been approved by the organisation's board of directors, who will review and update it annually.

**Director's signature:**



**Director's name:**      **Nicholas Scott**

**Date:**                      **27 April 2023**