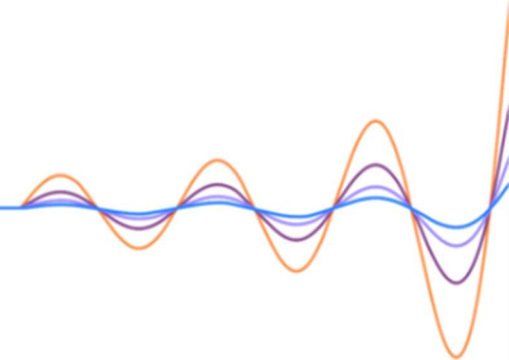




# Modern Slavery Policy



# Coteq Support Services

## Modern Slavery Policy

Document Reference	Modern Slavery Policy
Issue Date/Issue	21/04/2026 / 1.30
Data Owner	Coteq Support Services
Author	Steve Titchmarsh
Approved By	Richard Godden
Reason for Issue	First Issue

### Issue Control

Date	Issue	Change
21/10/2025	1.00	First Issue
21/01/2026	1.10	No. of employees
07/04/2026	1.20	Addition of Prevention of Child Labour section
21/04/2026	1.30	Added declaration

### Confidentiality Status

Public

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## Policy Statement

Our business, Coteq Support Services is committed to combatting slavery and human trafficking in its business and supply chains, and we make this statement to assist with compliance with the Modern Slavery Act 2015.

This statement relates to the financial year ending 30<sup>th</sup> June 2026

As our business has a turnover of less than £36 million, we do not have a legal obligation to produce a modern slavery statement. However:

1. We agree that exploitation within all supply chains ending in the UK is a blight on our society, and we are committed to playing our part in eliminating exploitation.
2. We understand that customers with obligations under the Modern Slavery Act 2015 cannot comply with those duties without our cooperation.

To that end, we confirm that we have examined our own business and, to the extent that it is reasonably practicable, businesses within our supply chain and we confirm the following:

1. We confirm that within our own business, no relevant offence relating to slavery or human tracking has been committed.
2. We have made enquiries of businesses that supply directly to us, and we are confident that no relevant offence is committed in that business.
3. Insofar as it was reasonably practicable, we have examined our supply chains and confirm that we found no evidence of slavery or human trafficking

Further details about our business and supply chain are provided below.

## Our Business

Our business provides technical consultancy and project support services to our clients.

Our business structure is:

- One Company Director
- 5 Full time PAYE employees (as of 01/12/2025)

We operate in the following countries:

- UK

## Our Supply Chain

Our supply chain is as follows:

As we are a consultancy, we generally only supply Coteq Support Services employees or Directors to our clients. However, on occasions where a specific skill set is required as part of a project, we may engage suppliers to support with project activities.

Our Coteq Support Services employment process requires background checks including assessment of country of residence and right to work in the UK documentation.

Where it is reasonably practicable, we ensure that businesses in our supply chain have made a similar statement relating to slavery and human trafficking.

### Prevention of Child Labour

Coteq Support Services is committed to ensuring that no form of child labour exists within our business or any part of our supply chain. We recognise that child labour is a serious violation of human rights and take proactive steps to prevent it.

To support this commitment:

- We verify the age and right-to-work documentation of all employees during recruitment.
- We require suppliers and subcontractors to comply with UK minimum working age legislation and relevant international labour standards.
- Where reasonably practicable, we seek confirmation that suppliers have policies and controls in place to prevent child labour within their operations and supply chains.
- Any concerns or suspicions relating to child labour must be reported immediately to the Senior Leadership Team for investigation.
- We will not engage with or continue relationships with any supplier found to be involved in child labour practices.

The person in our business responsible for assessing matters relating to slavery and human trafficking is: [Richard Godden \(Director\)](#)

We also encourage all employees to report on any matters relating to slavery or human trafficking in our supply chains of which they become aware.

It is the Company's view that the promotion of remote working arrangements increases staff motivation, reduces employee stress, improves employee performance and productivity and encourages staff retention.

## Monitoring and Review

COTEQ Support Services compliance manager is responsible for monitoring the effectiveness of this policy and will review the implementation of it annually, or in response to a significant business change. They will assess its suitability, adequacy, and effectiveness.

This policy is communicated and shared with all workers and made available to any interested parties upon request.

## Contact

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## Declaration

- I have reviewed, approved, and formally adopted this company policy on behalf of the Board of Directors.
- This policy has been developed to support the company’s legal, regulatory, ethical, and operational obligations and are, to the best of my knowledge and belief, appropriate, accurate, and fit for purpose.
- This declaration is made in good faith and with due care and diligence.

Signed	<i>R Godden</i>
Name	Richard Godden
Title	Director
Date	21/04/2026