



Modern Day Slavery Policy

Date: August 2024

Document ID MDSP002	Title MODERN DAY SLAVERY POLICY	Production Date 15/10/2018
Revision 2.0	Prepared By Alex McCreath / Director	Date Prepared 15/10/2018
Effective Date DEC 2017	Reviewed By Kieron Matthews/ Director	Date Reviewed 05.08.2024
Standard ISO 9001- 2015	Approved By Kieron Matthews / Director	Date Approved 05.08.2024

1. Scope of the Policy

1.1. Introduction

Modern slavery, servitude and forced or compulsory labour are unacceptable in a modern, twenty-first-century society.

The trafficking of people (both adults and children) around the world both thrives on the demand created by such practices and serves to create opportunity for unscrupulous employers.

Rocktime Limited (The Company) is committed to combating acts of modern-day slavery from within both the business and its supply chain.

The Company acknowledges responsibility to the Modern-Day Slavery Act 2015 and will ensure transparency with the Company and with suppliers of good and services to the Company.

1.2. Company Structure

Rocktime Limited is a privately-owned software development company based from its head offices in Poole, Dorset.

The Company employs members of staff and offers the full scope of operations required for the development of software.

The Company doesn't subcontract work to third party operators as a rule however does purchase support infrastructure and operational hardware/ software services.

1.3. Responsibilities

Rocktime Limited includes anti-slavery initiatives as part of its policies and procedures making it clear to all employees the actions and behaviour expected of them when working for and, representing of the company. We aim to maintain the highest standards of employee conduct and ethical behaviour which is constantly upheld to include:

Zero tolerance to slavery and human trafficking which is extended to include all those within our supply chain, clients, and contractors.

All employees are responsible for compliance within their respective areas of work including all external relationships.

We encourage all employees to report any wrongdoing at work or any criminal acts.

1.4. Due Diligence

The Company reviews its sub-contractors, materials, services to ensure compliance with the Company's Terms of Business.

All the Company's supply chain members are vetted before they are admitted to its Approved Supplier List, which includes compliance with all the Company's policies.

1.5. Training

As part of our continuous program of training employees, the Company includes periodic reviews and training on this Modern Slavery Statement to ensure awareness around the subject. The purpose is to mitigate any risk of uncertainty of the high standards expected of all employees and provide the skills

and knowledge needed to identify, manage, and report any ethical dilemmas encountered during their working day.

1.6. Relevant Policies

In keeping with the Company's commitment to act with integrity in all its business dealings, the Company's Recruitment Policy is relevant in ensuring that there is no slavery or human trafficking in any part of our business.

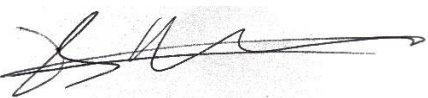
1.7. Declaration


This statement is made pursuant to section 54(1) of the Modern-Day Slavery Act 2015 and constitutes the Company's Modern Day Slavery Statement for the current financial year.

We will review this statement for suitability at least annually and communicate it to all employees. We will also review it following any changes in legislation.

The Company's Directors and Senior Management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources and investment to ensure that slavery and human trafficking is not taking place with the Company's supply chain.

Directors:

Signed:  Date: 05.08.2024
Kieron Matthews


Signed: _____ Date: 05.08.2024
Alex McCreath