

# Modern Slavery Statement

## Tetra Technology Ltd

### Introduction

Tetra Technology Ltd is a software development and cloud consultancy company based in Scotland, providing identity resolution services and cloud support to UK public sector clients.

Although we are not required to publish a modern slavery statement under Section 54 of the Modern Slavery Act 2015 (as our turnover is below the £36 million threshold), we are committed to ethical business practices and have chosen to publish this voluntary statement to demonstrate our commitment to preventing modern slavery and human trafficking in our business and supply chains.

### Our Business

Tetra Technology Ltd specialises in:

- Cloud software solutions for identity resolution and person matching
- Cloud consultancy and support services
- Software development and agile delivery

We are a small, UK-based team. Our supply chain is limited and consists primarily of technology providers, cloud infrastructure services, and professional services suppliers, all of which are established companies operating in regulated markets.

### Our Commitment

Tetra Technology Ltd has a zero-tolerance approach to modern slavery and human trafficking. We are committed to:

- Acting ethically and with integrity in all our business dealings
- Ensuring transparency throughout our organisation and supply chain
- Implementing and enforcing effective systems and controls to prevent modern slavery
- Not knowingly engaging with any business involved in slavery or human trafficking

### Due Diligence

We undertake due diligence when considering new suppliers and regularly review our existing suppliers. Our due diligence process includes:

- Assessing the nature of services provided and associated risks
- Evaluating the geographic location and regulatory environment of suppliers
- Preferring suppliers who demonstrate their own commitment to ethical practices

## **Our People**

We ensure that all our employees are treated fairly and with respect. We:

- Pay at least the National Living Wage
- Verify the right to work in the UK for all employees
- Provide clear employment contracts
- Promote a positive working environment that values wellbeing and work-life balance
- Conduct staff screening in accordance with BS7858:2019

## **Reporting Concerns**

We encourage anyone with concerns about modern slavery or human trafficking within our business or supply chain to report them. Reports can be made to: [contact@tetratechnology.co.uk](mailto:contact@tetratechnology.co.uk)

All reports will be treated confidentially and investigated appropriately.

## **Review**

This statement will be reviewed annually and updated as necessary to reflect any changes in our business or supply chain.