



Modern Slavery Policy

Introduction

This policy outlines our commitment to preventing modern slavery and human trafficking in all aspects of our business operations and supply chains. We recognize our responsibilities under the Modern Slavery Act 2015 and strive to ensure transparency and ethical practices throughout our organization.

Organisation Structure and Supply Chains

InTandem Systems is a regional industrial company based in Droxford, Hampshire. InTandem operates primarily in the Southern regions of the UK and employs 25 employees in the BEMS industry. InTandem procures a limited range of products and services primarily in the UK.

Policies on Modern Slavery and Human Trafficking

We have implemented the following policies to prevent modern slavery:

- Anti-Slavery and Human Trafficking Policy
- Ethical Procurement Policy
- Whistleblowing Policy
- Child Labour and Forced Labour Prevention Policy

These policies are reviewed annually and communicated to all staff and suppliers.

Due Diligence Processes

We conduct due diligence on all suppliers and contractors, including:

- Risk assessments
- Supplier audits
- Contractual obligations to comply with anti-slavery laws
- Verification of worker age and employment conditions

Risk Assessment and Management

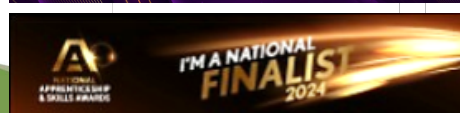
We identify and assess risks of modern slavery in:

- High-risk countries and sectors
- Labour-intensive supply chains
- Subcontracting arrangements

We mitigate these risks through supplier engagement, training, and corrective action plans.

InTandem Systems Ltd
Unit D, Watton Farm,
Watton Lane, Droxford,
Hampshire, SO32 3HA
W: www.intandem.org.uk
T: 01489 877630
E: inbox@intandem.org.uk

Registered in England and Company No 3435112 VAT No GB699453371





Measuring Effectiveness

We monitor our effectiveness through:

- Number of supplier audits conducted
- Reports received via whistleblowing channels
- Training completion rates
- Incidents of non-compliance and corrective actions taken

Training and Capacity Building

All employees receive training on:

- Recognizing signs of modern slavery
- Reporting mechanisms
- Ethical sourcing practices

Training is also extended to suppliers where appropriate.

Employment Practices

We ensure:

- No employment of individuals below the legal working age
- No use of child labour, forced labour, or bonded labour
- Free access to whistleblowing helplines
- Freedom to join/form trade unions
- Safe working conditions and welfare
- Written disciplinary and grievance procedures in accessible languages
- Compliance with national working hour laws
- Fair and reasonable pay
- Payment of at least the UK Minimum Wage, National Living Wage, or Real Living Wage (including London Living Wage where applicable)

Policy Detail

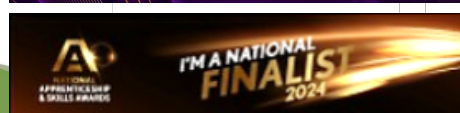
ITS's policy specifies that ITS employees and suppliers shall not – amongst other activities:

- Engage in human trafficking.
- Use forced labour.
- Destroy, conceal, confiscate or otherwise deny an employee access to that employee's identity or immigration documents, such as passport or drivers licenses, regardless of issuing authority.
- Make material misrepresentations during the recruitment of employees regarding: (1) the key terms and conditions of employment, including wages and fringe benefits, (2) the location of work, (3) living conditions, (4) any significant cost to be charged to the employee, and (6) if applicable, the hazardous nature of the work.
- Charge employees recruitment fees.

In addition, this policy is flowed down to ITS's suppliers, which in turn are requested to ensure that the same requirements are met throughout the supply chain.

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The expectation is that ITS's suppliers shall not traffic in person or use any form of slavery, force, bonded, indentured or involuntary prison labour. This includes a prohibition on the transportation, harbouring, recruitment, transfer, or receipt of persons by means of threat, force, coercion, abduction, fraud, or payments to any person having control over another person for the purpose for exploitation.

As part of this commitment to prohibiting human trafficking. Suppliers may not engage in any of the following conduct:

1. Destroying, concealing, or confiscating identity or immigration documents.
2. Using fraudulent recruiting tactics: or
3. Charging employees unreasonable recruitment fees or providing inadequate housing based on locals' standards, laws and directives

Right to Work in UK Procedures

ITS strongly adheres to the HMRC guidelines with regards the right to work in the UK.

- Before a new employee starts work, InTandem will carry out checks to ensure their right to work in the UK.
- New employees are required to bring in their current passport (or birth certificate if they do not have a passport), driving licence and proof of their National Insurance number.
- These documents are checked to ensure they are original, genuine and in date and belong to the applicant
- The date of birth is checked on all documents, as are the photographs to ensure they are all the same
- These documents are copied, dated and put into the employee's personnel file in a secure place. These documents can include Current Passport, Driving License, Biometric Immigration Document, Birth Certificate, P45/P60

Signed:

A handwritten signature in blue ink, which appears to read "W. Belfield".

Name: Wendy Belfield

Position Commercial Director

Date: 26/01/2026

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