

Anti-Slavery and Human Trafficking Policy Statement

Modern slavery is a crime resulting in an abuse and gross violation of human rights. This policy statement sets out actions to be taken by Timico Limited ("Timico") to prevent slavery and trafficking in its business activities and supply chains. Timico expect its suppliers to respect and follow this policy statement as a term of their contract.

Our business

Timico is a market leading, end-to-end Managed Cloud Service Provider. Timico has the flexibility to deliver a comprehensive range of business-enabling solutions, from consumption-based models through to fully-managed infrastructure and aggregated cloud offerings. Founded in 2004, Timico's success stems from both organic growth and strategic acquisitions. Today, Timico support the UK and international needs of over 15,000 clients from our three UK-based locations: Newark, Winnersh and London. Timico promotes ethical business practices and policies that protect workers from being abused and exploited in its own organisation and in its supply chains.

Ensuring Standards in our Supply Chain

To date, we are unaware of any human trafficking or slavery activities within our supply chain. Over the next trading year, Timico will review its existing supply chain and ensure all existing contracts, where relevant, are evaluated for compliance with the Modern Slavery Act 2015. If potential risks are identified, we will seek to potentially terminate our contract with the supplier and act in accordance with our legal obligations.

Effective 1 January 2017, all new potential suppliers, where relevant, will be required to provide written confirmation that they are compliant with the Modern Slavery Act 2015. If they are unable to provide a written statement, we will review whether the Supplier is to be invited to enter into a contractual relationship with Timico.

Relevant Policies

Timico is legally compliant with all relevant employment legislation. We ensure fairness in the hiring and advancement of all employees, both permanent and temporary, without discrimination.

All our Policies apply across Timico. Our [Corporate Social Responsibility](#), Code of Business Conduct, Anti-Corruption, Equal Opportunities, Health & Safety and Whistleblowing Policy, demonstrate Timico's commitment to conduct business in a responsible and ethical manner and ensure our employees receive the duty of care they deserve. We expect all suppliers we associate ourselves with to uphold the same standards.

Training and Awareness

In order to ensure awareness and a high level of understanding of Timico's zero-tolerance approach to modern slavery, our Anti-slavery and Human Trafficking Policy Statement is available on our corporate Intranet and in our Employee Handbook.

Board Approval

This statement has been approved by the Chief Financial Officer on behalf of the Board of Directors. The policy will be reviewed and updated as appropriate on an annual basis.