

Modern Slavery Statement

For the financial year ending 31 December 2025

(Published pursuant to Section 54, Modern Slavery Act 2015)

1. Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015. It sets out the steps we have taken to mitigate the risk of modern slavery and human trafficking occurring in our business and supply chain.

This statement will be reviewed on an annual basis following the financial year on 31st December. This statement covers our financial year to 31st December 2024 (an 18-month period) and takes account of the steps we are taking during the current financial year.

This statement is published on our website homepage.

2. Our Business

Tecknuovo is a niche supplier of consultancy services, specialising in DevOps, cloud, and open-source solutions. We act as a specialist service provider in the delivery of digital consultancy services, including end-to-end digital transformation programmes. We use specialist contractors and suppliers, predominantly based in the UK, to support aspects of our delivery. Our supply chains are not complex or particularly long, and we do not believe we operate in a sector at high risk of labour exploitation or other forms of slavery and human trafficking. However, we are committed to preventing any such practices occurring.

In addition to delivering services to our customers, we use business partners to supply us with technology, infrastructure, and other support needed to run our business (e.g., IT, utilities, and professional services).

3. Our Commitment

We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, whether in the receipt of support of our delivery of our consultancy services or generally in the receipt of services from our business partners.

We expect the same high standards from all of our suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers and business partners will hold their own suppliers to the same high standards.

4. Our Policies

Tecknuovo has a Modern Slavery Policy, reviewed annually by our Chief Legal Officer and approved by the Board of Directors. Our policies are established based on advice from HR professionals, industry best practice, legal advice, and input from our staff. The policy is available upon request and is communicated to all staff and relevant suppliers.

5. Minimising Risk of Modern Slavery

We take the following steps and have set up the following procedures to investigate and ensure that modern slavery does not take place in any part of our business or supply chain:

- When engaging with suppliers and business partners, we ask for evidence of their processes and policies, including commitments with respect to modern slavery, human trafficking, forced labour, human rights, and whistleblowing.
- Suppliers supporting our digital transformation projects are required to enter into our standard contracts, which include contractual commitments in respect of compliance with modern slavery legislation.
- We review and ensure that business partners operating under their own terms provide a contractual commitment with respect to compliance with modern slavery legislation.
- Suppliers supporting our projects are required to comply with our Suppliers Code of Conduct.
- We conduct audits before entering into a commercial relationship with any business that may support us in the operation of our business to ensure that we minimise the risk of modern slavery in our supplier chain.
- New suppliers and business partners are asked to complete a questionnaire on what they do to prevent modern slavery within their organisation and their supply chain (as applicable).
- We review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or business partner and/or conducting spot checks.
- Only senior members of staff who have undergone appropriate training for assessing modern slavery risks in the supply chain are authorised to sign contracts and establish commercial relationships in any area where we have identified the potential for risk.

6. Supplier Expectations

Our suppliers are required to ensure that they:

- Do not discriminate, harass, or victimise any of their employees or any other persons;
- Maintain suitable and effective health and safety policies and procedures;
- Pay their employees no less than the national minimum rates of pay applicable;
- Act in accordance with all applicable laws.

7. Measuring Effectiveness and Key performance Indicators (KPIs)

We maintain a detailed map of our supply chain, focusing on direct suppliers with our supply chain primarily consisting of UK-based professional services, technology, and consultancy providers, payroll/umbrella organisations, and our partners (acting as subcontractors to us).

We assess the effectiveness of our actions to prevent modern slavery and human trafficking through a range of key performance indicators (KPIs) and outcome measures, including:

- Supplier Due Diligence Completion Rate: Percentage of new and existing suppliers who have completed our modern slavery due diligence process.
- Training Completion: Percentage of staff and contractors who have completed modern slavery awareness training.
- Audit and Spot Check Coverage: Number and percentage of suppliers subject to audits or spot checks in the reporting period.
- Incident Reporting and Remediation: Number of modern slavery concerns raised, investigated, and resolved, including outcomes and lessons learned.

- Policy Review and Update: Frequency of policy reviews and updates, and evidence of improvements made as a result.
- Supplier Engagement: Number of suppliers engaged on modern slavery issues (e.g., through workshops, briefings, or direct communications).
- Corrective Actions: Number and type of corrective actions implemented following supplier audits or risk assessments.

We review these KPIs annually and use the findings to inform improvements to our policies, training, and supplier engagement. Our goal is to move from measuring activity (outputs) to measuring impact (outcomes), such as increased supplier awareness, reduced risk ratings, and evidence of improved working conditions in our supply chain.

8. Supply Chain Responsibility

In 2024, Tecknuovo enhanced its third-party risk framework and revised its supplier code of conduct to manage risks associated with suppliers. In 2025 we intend to undertake additional actions to drive continuous improvement in our approach to modern slavery risk management, including:

- Increasing the number of supplier audits by 50% compared to the previous year, with all identified corrective actions tracked to closure.
- Launching enhanced, scenario-based training for key staff in business operations and delivery roles.

These actions are part of our commitment to continuous improvement and to ensuring that our business and supply chains remain free from modern slavery and human trafficking.

9. Training

All our staff receive training and support appropriate to their role, including modern slavery training that provides awareness of issues involving modern slavery and human trafficking. Staff are encouraged to bring any concerns they have related to modern slavery and human trafficking to the attention of management.

10. Reporting and Whistleblowing

We encourage openness and support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. Reports can be made confidentially to management or via our Whistleblowing Policy. No one will suffer detrimental treatment as a result of reporting in good faith their suspicion that modern slavery is or may be taking place.

11. Approval and Publication

This statement has been approved by the sole director, Gus Sargent, on 30th June 2025.

Signed:



Gus Sargent