

Introduction from the Chief Executive Officer – Matt Franklin

We are proud of the steps we have taken to combat slavery and human trafficking. Roc Technologies is committed to understanding modern slavery risks and ensuring that no modern slavery or human trafficking exists within the organisation or supply chain. We are resolute to improving our practices to combat slavery and human trafficking.

About us:

Roc is a multi-award-winning business and technology services provider. Roc is one of the UK's fastest growing and capable Transformation Services Providers. We empower organisations in public and private sector organisations to accelerate business and technology change. Our energised team of programme, process, technology platform and managed services experts combined with Roc developed industry leading best-practice and proven methodologies enable our customers to realise their transformation vision in less time and with less risk while realising significant and sustainable business outcomes.

Roc's award-winning growth is driven by our strong values of partnership, and the successful delivery of transformation with our customers across business and IT.

We help organisations transform and improve.

Roc has recently been awarded their ISO27001 certification ensuring a robust information security standard, ISO 9001 which refers to quality management systems standards which is designed to help organizations ensure that they meet the needs of customers and other stakeholders while meeting statutory and regulatory requirements related to a product or service. ISO 9000 deals with the fundamentals of quality management systems, including the seven quality management principles upon which the family of standards is based, ISO14001 certifying the knowledge of individuals and certifying a company's environmental management system.

Organisational Structure:

Roc is profitable, financially secure and owned by its employees, 54% of which are cleared to the UK Governments' top security levels. 200 people provide services that support more than 750 million consumers and \$500bn of revenues per annum. ROC developed their own cloud and mobile apps and methodologies that are unique to them. They combine this with the latest academic research and its talented people to get business results.

Roc acquired City Change Management in October 2017 and Esteem Systems in October 2018 who are business and technology transformation project delivery companies, with enviable track records, global client base and extensive resources.

Roc, CCM and Esteem values are aligned and include:

- Honesty
- Passion
- Caring

- Striving for excellence
- Making a difference and
- Dynamism

Supply Chain:

Roc Technologies has approximately 524 suppliers. All purchases are from approved suppliers and in accordance with our agreed terms. A robust auditing rota and process with our suppliers ensures that products are responsibly sourced, and any issues identified through traceability exercises.

Our Policies on slavery and human trafficking:

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.

Whistle Blowing policy:

Roc Technologies encourages all its workers to report any concerns related to the direct activities, or the supply chains of, the organisation. This policy details potential circumstances of wrongdoing including modern slavery and human trafficking. Roc Technologies whistle blowing procedure is designed to make it easy for workers to make disclosures, without fear and retaliation. Anyone with concerns is encouraged to raise them directly with us.

Due diligence processes for slavery and human trafficking:

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Supplier adherence to our values:

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with values we have. A rigorous supply chain compliance programme is in place.

This consists of a dedicated compliance team, which consists of individual involvement from the following departments:

- Legal

- Audit and compliance
- Human resources
- Procurement.
- Sales

Our anti-slavery statement forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this statement.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

- They have taken steps to eradicate modern slavery within their business
- They hold their own suppliers to account over modern slavery
- (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)
- (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations
- We may terminate the contract at any time should any instances of modern slavery come to light

Training:

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chain and our business, we provide training to all our staff. It is important to ensure understanding and identification of high risk practices within Roc Technologies. Key employees within the HR department have attended Anti-Slavery sessions. These sessions included understanding and awareness of the subject matter as well as identification and reporting.

Our effectiveness in combating slavery and human trafficking:

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees.
- No reports are received from the public.
- No reports are received from any law enforcement agencies.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Roc Technologies slavery and human trafficking statement.

Date : 5 April 2019

Signature of CEO:

