Modern Slavery & Human Trafficking Statement

Introduction from the Board

In accordance with the requirements of the Modern Slavery Act 2015 (the "Act"), Synectics plc and its subsidiaries ("Synectics", "we", "our", "Group") 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 and human trafficking is not taking place anywhere in our own business or in any of our supply chains, and
- ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Act.

This statement, for the financial year ending 30 November 2024, is our eighth annual update and explains our approach to addressing modern slavery and human trafficking and what we have done to combat it during the year.

The structure of our organisation

Synectics is a leader in the design, integration and support of advanced security and surveillance solutions that enable customers around the world to protect their people, communities, and assets.

With a head office in the UK, Synectics plc is the ultimate parent of a global group of companies and through two complementary business models founded on shared principles which govern the relationships we seek to build with customers, the way in which we work with them, and the partnerships we create with other providers to serve our customers better and enhance our market reach.

The individual businesses – Synectic Systems and Ocular Integration enable the Group to address a wide range of customer opportunities in the markets and geographies we target. Those opportunities are often in challenging or complex environments where our specialist knowledge is especially valuable to customers.

Synectic Systems secures major contracts for the design, development, and deployment of security and surveillance solutions, primarily based on its proprietary technology platform, Synergy. The Systems Division operates as a unified global business with offices located around the world to support and service its customers.

Ocular Integration is a systems integrator. Its solutions are tailored to specific customer needs primarily in the UK and Ireland, from electronic systems for complex, critical, or regulated environments, to on-vehicle transport systems that protect passengers, drivers, and on-board staff.

With a consolidated Group turnover of £49.1 million in 2023, we design, deliver and manage integrated security and surveillance systems for the world's most demanding security environments.

We are a global operation and utilise an international supply chain to ensure a consistent, quality product at appropriate, competitive prices.

Our suppliers

If raw materials are needed for use in the production of equipment they are sourced from a variety of suppliers across the globe as well as from the UK. We expect our suppliers to maintain the same high standards and position against modern slavery and human trafficking as us. Accordingly, as part of our contracting processes with our suppliers, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, ensuring that no form of slavery or human trafficking is taking place anywhere in their business. We also ask that they in turn hold their own suppliers to the same standards.

Our policies on slavery and human trafficking

Our Modern Slavery & Human Trafficking 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 are not taking place anywhere in our supply chains.

We have specific guidelines in place for the vetting of new employees to enable us to confirm the employee's identities, their right to work in the country that they are employees in and to ensure that employees are paid directly into a personal bank account. We also use temporary labour supplied through recruitment agencies or other parties with whom we has a contract. It is of the upmost importance to us that these parties also have robust guidelines to ensure employees have the right to work in the country that they are employed in and are not subject to any form of slavery.

We have a number of policies and procedures which set out the standards of ethical behaviour expected in all areas of activity. This suite of governance documents includes specific policies to address business ethics, bribery and corruption, whistleblowing, corporate and social responsibility, safeguarding and modern slavery and human trafficking. The governance framework is continually reviewed and amended to ensure that this remains relevant and appropriate.

Due diligence processes for slavery and human trafficking

Our approach to the issues of modern slavery and human trafficking continues to be:

- comply with legislation and regulatory requirements
- make suppliers and service providers aware that we promote the requirements of the legislation and, insofar as is possible, to require our suppliers to have a similar commitment
- consider modern slavery factors when making procurement decisions
- develop an awareness of modern slavery issues

In the last twelve months (covering the period December 2023 to 30 November 2024) we have continued to:

- review supplier relationships where they are not prepared to, or are unable, to confirm their compliance and adherence to the principles of the Act as part of our amended terms and conditions of sale.
- formally evaluate supplier propositions by including consideration of modern slavery points in the supplier selection process.
- assess any instances of non-compliance on a case-by-case basis and tailor remedial action appropriately, specifically by including this as a standing item in our quality system review meetings.
- ensure that our governance policies appropriately document our approach to the issues of modern slavery and human trafficking including a review to ensure that the process of reporting concerns is clear and effective.

In the upcoming financial year to 30 November 2025 we will continue to:

- review and update our suite of governance documents and
- work with suppliers to ensure modern slavery and human trafficking are not taking place anywhere in our supply chains.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training as part of our induction programme for all new employees and will introduce refresher training on Modern Slavery to all employees during 2025.

All Board Directors and members of senior management have also been briefed on the subject.

Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Synectics' modern slavery and human trafficking statement for the financial year ending 30 November 2024 and will be reviewed and published annually.

Approved by the Board on 26 February 2025

Bob Holt
Non-Executive Chair