

Modern Slavery Statement

Document ID:	MSPOHR62
Version:	3.0
Last Approved Date:	27/04/2026



Contents

Document Information	3
Document Change Record	3
Contact Information	3
Modern Slavery Statement	4
Organisational Structure and Supply Chain	4
Our Policies in Relation to Slavery and Human Trafficking	4
Due Diligence Processes, Risk Assessment and Management	5
Training on Modern Slavery	5
Responsibility	6

Document Information

Document Change Record

Issue	Date	Description
1	01 March 2022	Initial Release
1.1	01 November 2023	Content Review and Rebrand
2	01 July 2024	Signatory Update
2.1	12 March 2025	Content Review and Board sign off
3	27 April 2026	Content Review and Board sign off

Contact Information

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Modern Slavery Statement

At Roc Technologies Limited (Roc), we are committed to preventing Modern Slavery and Human Trafficking in all aspects of our business and supply.

We recognize the importance of acting ethically, responsibly and transparently and are dedicated to ensuring that forced labour, exploitation and human trafficking have no place in our operations.

In accordance with Section 54, Part 6 of the Modern Slavery Act 2015 (the Act), this statement sets out the steps that Roc has taken to ensure that slavery and human trafficking are not taking place in our supply chains, nor in any part of our business. This statement is in respect of Roc's financial year, ending 31st March 2026, and was approved by the Roc Board of Directors on 27th April 2026

Organisational Structure and Supply Chain

Roc is a private limited company, incorporated in England and Wales. Our business mainly employs full time permanent employees or We implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.

If we identify breaches of these laws within our supply chain, we aim to support companies in their efforts to comply with the legislation. external contractors who are employed under fixed term contracts for their professional services across the United Kingdom. Our policies ensure fair treatment of our people regardless of their employment status with Roc. Our external suppliers are mostly UK based companies in low-risk sectors such as professional services, technology and engineering services..

Our Policies in Relation to Slavery and Human Trafficking

We seek to treat everyone fairly and consistently, creating a workplace and business environment that is open, transparent, and trusted. Our policies and procedures relating to the Modern Slavery Act are in line with our culture and values.

Roc has adopted the following policies to address and mitigate modern slavery risk:

- A process for handling complaints raised by Roc customers;
- Employment policies that protect our people from unfair treatment to promote a fair and inclusive workplace;
- Robust recruitment processes in line with relevant employment laws;
- Market-related pay and rewards reviewed annually;

- A Wellbeing strategy and initiatives to support our people's mental and physical wellbeing as well as lifestyle choice;
- A policy for how we engage with suppliers and a 'Supplier Code of Conduct' clarifying the standards we expect.

Due Diligence Processes, Risk Assessment and Management

When we welcome a new supplier to Roc, a thorough due diligence process takes place.

With support and involvement from a dedicated compliance team we identify, assess and manage modern slavery risks by completing the following;

- Supplier Screening: Prior to onboarding new suppliers, we conduct a due diligence check through our secure onboarding portal encompassing NDA's, New Supplier Forms, Code of Conduct, Due Diligence questionnaire and Security Questionnaire, managed by the Contracts Manager

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;
- As UK-based suppliers, they pay their employees at least the national minimum wage / national living wage (as appropriate);
- As international suppliers, they pay their employees any prevailing minimum wage applicable within their country of operation.

We may terminate our contract at any time should any instances of modern slavery come to light.

A robust auditing rota and process with our suppliers ensures that products are responsibly sourced, and any issues identified and addressed. As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential high-risk areas in our supply chains;
- Mitigate the risk of slavery and human trafficking occurring in our supply chains;
- Monitor potential high-risk areas in our supply chains;
- Protect Whistleblowers

Training on Modern Slavery

To ensure all staff and suppliers understand the modern slavery risk, Roc provides comprehensive training to our people about Modern Slavery and our policies.

Responsibility

Roc Executive Leadership team takes full responsibility for this Modern Slavery Statement as well as its related objectives and will review and update this in accordance with the Act. Suppliers will always find the applicable version of the Modern Slavery Statement on the corporate website of Roc Technologies Limited: <https://roctechnologies.com/>



Matthew Franklin
Chief Executive Officer
27th April 2026