



Anti-slavery and human trafficking policy

Policy Statement

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors and suppliers.

GCT strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards.

This GCT Policy is approved by the GCT Board; it represents the GCT Board's direction to the business on this topic. Compliance with this policy is mandatory through aligning GCT's Management System processes and people behaviours to the commitments below.

Compliance

This Policy is intended to ensure Compliance with the following regulations/legislation: UK Modern Slavery Act; the California Transparency in Supply Chains Act; the US Federal Acquisition Regulation. .

Commitments

Modern Slavery and Human Trafficking

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

Commitments

We shall be a company that expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

- We have a zero-tolerance approach to modern slavery in our organisation and our supply chains.
- The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.
- We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.
- Specifically, the following shall not be allowed within the GCT organization or within GCT's supply chain:
 - Engagement in any kind of forced labour;
 - Engagement in any kind of human trafficking;
 - Use of child labour;
 - The withholding of, or conditional return of any documentation for purposes of indentured labour;
 - The charging of employees of recruitment fees or of other required services including commercial sex acts at the commencement or at any time during employment.
- Additionally, the following shall be ensured within the GCT organization and within GCT's supply chain
 - Payment of wages that meet any local legal minimum wage and/or represent a fair wage for labour provided;
 - Provision of detailed and clear contracts of employment including clear definition of employee rights with regard to termination of employment;
 - That all required documentation is reviewed prior to employment to ensure that the potential employee has legal right to be employed under local laws.
- We take a risk based approach to our contracting processes and keep them under review. We assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties. Using our risk based approach we will also assess the merits of writing to suppliers requiring them to comply with our Code of Conduct, which sets out the minimum standards required to combat modern slavery and trafficking.

Date Approved by GCT Board: **March 2020**
Date of Next Review by GCT Board: **March 2021**



Anti-slavery and human trafficking policy

- Consistent with our risk based approach we may require:
 - employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with our Code of Conduct
 - Suppliers engaging workers through a third party to obtain that third parties' agreement to adhere to the Code
- As part of our ongoing risk assessment and due diligence processes we will consider whether circumstances warrant us carrying out audits of suppliers for their compliance with our Code of Conduct.
- GCT shall provide guidance and training to GCT personnel that undertake recruitment activities.
- Any employee, agent, supplier or sub-contractor may contact GCT via any available channel to report any activities that do not comply with this policy. Any such whistle-blower shall be treated with utmost confidentiality, and shall be protected from retaliation or other negative impact of such reporting.
- If we find that other individuals or organisations working on our behalf have breached this policy we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationships.