

Policy Statement : Modern Slavery Act

Organisation

This statement applies to Keymat Technology Ltd trading as Storm Interface (referred to in this statement as “the Organisation”)

Organisational structure

The organisation has 2 UK locations: a Head Office in Berkshire and a Manufacturing site in Essex.

Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

This statement is published emphasizing our compliance and adherence in every aspect to the Act, our operations including but not limited to procurement processes, policies and procedures, employee practices and business management

Storm Interface is committed to doing business in a fair and responsible manner.

The Organisation does not enter business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK.

We take a zero-tolerance stance in relation to the use of slavery or human trafficking, and we expect both our direct supply chain and our staff and associates to do the same.

Storm Interface does not fall within the scope of The Modern Slavery Act 2015 due to our size, however we believe commitment to these principles should be universal whether enshrined in legislation or not.

Abuse of any human right, any form of modern slavery, involvement in any human trafficking activity, any child, forced, bonded or compulsory labour or servitude, by or in relation to the supply chain will not be tolerated.

Storm Interface has detailed policies and procedures in place for dealing with matters such as treating employees fairly, acting in a transparent manner, protecting human rights and other fundamental rights at work such as freedom of association and elimination of discrimination.

All employees have been provided with training to ensure these policies are adhered to in the workplace and as with any company policy, disciplinary procedures are in place in the event of any violation of our policies and procedures.

In general, the Organisation considers its exposure to slavery/human trafficking to be LOW, nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Supply Chain

In order to fulfil its activities, the main supply chains of the Organisation include those related to provision of professional services. Our supply chain includes professional support services (Human Resources, Marketing, IT) and principally recruitment agencies. All staff that work directly for Storm or employed via a recruitment agent are required to provide proof of eligibility of employment within the UK.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

This statement is made for the financial year ended on 31 March 2025.

Martyn Oakton

Managing Director

Plan for reporting period YTD 31/3/26

In this period we aim to complete our supply chain review process, document the findings, and add these requirements to the new supplier selection process.

We will also conduct followup training to reinforce awareness within the Management Team.

Reporting period YTD 31/3/25

In this period, we conducted and published the review of our HR policies and procedures,

We carried out a risk assessment on our supply chain in order to target our externally focused activities for the next phase

Reporting period YTD 31/3/24

In this initial phase we :-

- Drafted and agreed a policy statement

- Commissioned an external review of our HR policies and procedures

- Uploaded our policy statement so that customers have visibility of our approach