



MODERN SLAVERY

The Board of Directors of Tricuro Ltd and Tricuro Support Ltd recognises the importance of ensuring that all our suppliers deliver their products in a responsible and ethical manner to us as a company and to those who we provide services for. We are committed to partnering with our supply chain in a way which is consistent with our company values of being empowering, welcoming, inclusive, trustworthy and innovative. To this end, we utilise the procurement services of our Local Authority shareholders in sourcing many of our suppliers.

All supply chain activities shall be in relation to the fulfilment of legitimate business needs and within financial approval levels.

Tricuro wants to work collaboratively with our supply partners including suppliers, contractors and joint venture partners, on quality, continuity and sustainable procurement. Our supply chain includes professional services providers, consultants, IT equipment and other office supply companies, furniture and equipment suppliers for our services, clothing providers of staff uniforms, and partners such as educational or training providers, and other providers of similar services such as health providers. We seek to have proactive relationships based on honesty, openness, respect and fairness in all areas of procurement,

We commit to

- Being open, transparent and fair in our dealings with supply partners, acting in an honest and ethical manner at all times
- Not engage in bribery, or any form of inducement payments
- View the services of supply partners based on value for money, quality, safety, sustainability and competitiveness and alignment to our values of being empowering, welcoming, inclusive, trustworthy and innovative
- Taking reasonable steps to ensure payment terms and other conditions are fulfilled
- Regularly monitor performance

As a supplier of services ourselves, we expect to be treated in the same way by our supply partners.

We ask our supply partners to

- Share our commitment to protecting the health, safety and security of employees, clients and others who could be affected by their activities
- Pay everyone a fair wage and provide good working conditions
- Supply good quality products and materials from sustainable, local and ethical sources
- Ensure everyone has the right competency and appropriate training to carry out their job role
- Ensure all accidents and incidents are reported and appropriate investigations undertaken
- Protect Tricuro's assets including confidential or personal information

We operate a robust recruitment policy, including carrying out eligibility to work in the UK checks for all employees to safeguard against human trafficking or people being forced to work against their will. The majority of our staff work directly with vulnerable people and so are required to have their criminal records checked by DBS. We also have a Whistleblowing Policy to ensure there are mechanisms available to all employees to raise any concerns they may have about how colleagues are being treated, or practices within our business or supply chain without fear of reprisals.