



Aura Technology Modern Slavery and Human Trafficking Statement

Financial Year: 2025/26

Approved By: Board of Directors

Review Date: Annually

Introduction

Aura Technology is committed to conducting business ethically, responsibly, and with integrity. We recognise our responsibility to prevent modern slavery, human trafficking, forced labour, servitude, and exploitation within our organisation and throughout our supply chains.

This statement outlines the steps Aura Technology has taken to understand and minimise the risk of modern slavery occurring within our business operations and supplier network. We maintain a zero-tolerance approach to modern slavery and are committed to acting transparently and responsibly in all areas of our business.

About Aura Technology

Aura Technology is a UK-based provider of managed IT services, cloud solutions, cyber security services, digital transformation consultancy, communications solutions, and IT support services.

We support organisations across the public sector, not-for-profit sector, and private sector from our offices in Southampton and Oxford, delivering technology services that enable our customers to work securely, efficiently, and confidently.



Our Commitment

Aura Technology is committed to:

- Acting ethically and with integrity in all business dealings.
- Preventing modern slavery and human trafficking within our organisation and supply chain.
- Ensuring fair treatment and lawful employment practices for all employees.
- Working only with suppliers and partners who share our commitment to human rights and responsible business conduct.
- Taking appropriate action where concerns regarding modern slavery are identified.

Our Business and Supply Chain

As an IT managed services provider, Aura Technology operates within a sector generally regarded as lower risk for modern slavery than industries reliant on large-scale manual labour. However, we recognise that risks can exist within global supply chains associated with:

- IT hardware and equipment manufacturing.
- Technology distribution and logistics.
- Facilities management services.
- Recruitment and staffing services.
- Professional service providers and subcontractors.

We therefore adopt a risk-based approach to supplier selection and management.

Policies and Governance

Our commitment to preventing modern slavery is supported by our wider governance framework, including:

- Code of Business Conduct.
- Supplier Management and Procurement Procedures.
- Whistleblowing Policy.
- Equality, Diversity and Inclusion Policy.
- Recruitment and Employment Procedures.
- Anti-Bribery and Corruption Policy.
- Information Security Management Policies.

These policies support ethical business practices and promote a culture where employees and stakeholders can raise concerns without fear of retaliation.

Recruitment and Employment Practices

Aura Technology is committed to ensuring that all employment is:

- Freely chosen.
- Conducted in accordance with UK employment law.
- Supported by appropriate right-to-work checks.
- Based on fair and transparent recruitment processes.

We maintain controls designed to ensure all employees:

- Receive contracts of employment.
- Are paid at or above applicable legal minimum wage requirements.
- Have access to appropriate grievance procedures.
- Work in a safe and supportive environment.



Supplier Due Diligence

Aura Technology seeks to work with reputable suppliers and partners who share our values.

Our supplier management processes include, where appropriate:

- Supplier due diligence and onboarding assessments.
- Review of supplier policies and certifications.
- Evaluation of compliance with legal and regulatory obligations.
- Consideration of ethical, environmental, and social responsibility factors.
- Ongoing supplier relationship management and review.

Where concerns are identified, Aura Technology reserves the right to investigate further and take appropriate action, including termination of supplier relationships where necessary.

Training and Awareness

Aura Technology promotes awareness of modern slavery risks amongst employees, particularly those involved in:

- Procurement.
- Supplier management.
- Recruitment.
- Leadership and management functions.

Employees are encouraged to recognise potential indicators of modern slavery and understand how concerns should be reported.

Reporting Concerns

Aura Technology encourages employees, customers, suppliers, contractors, and other stakeholders to report any concerns relating to modern slavery, human trafficking, unethical labour practices, or exploitation.

Concerns may be raised through management channels or via our Whistleblowing Policy. All reports will be treated seriously and investigated appropriately.



Continuous Improvement

Aura Technology is committed to continually improving its approach to identifying, assessing, and managing modern slavery risks.

Our ongoing focus includes:

- Reviewing supply chain risks.
- Enhancing supplier due diligence processes.
- Raising employee awareness.
- Strengthening governance and compliance controls.
- Maintaining alignment with applicable legislation and industry best practice.

Approval

This statement has been approved by the Board of Directors of Aura Technology and will be reviewed annually.