

Introduction from Geoff Keal, Chief Executive Officer

We recognise that Modern Slavery is a crime and a violation of fundamental human rights. We are aware that Modern Slavery takes various forms, including slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Modern Slavery is the term used within the UK and is defined within the Modern Slavery Act 2015

It continues to be a priority for TerraQuest to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. This statement highlights the key activities we have undertaken during this financial year to combat modern slavery in our organisation and supply chain.

Organisation's structure

We are a provider of Technology and Data services in the land, planning and data technology sectors. We have over 190 employees and operate in Birmingham (head office), Bristol and Belfast.

Our business

Our business is organised into three business units: Technology – providing proprietary solutions offering a complete land and property ecosystem, from infrastructure and planning through to the built environment; Data – we create, manage, migrate, manipulate and cleanse data to transform services; Planning Portal – providing technology and services that has shaped the planning process for England and Wales, offering a seamless submission process to the public across both local and central government.

Our supply chains

Our supply chains are fairly simple as most of our services are provided through our people, supported by office infrastructure and supported by some outsourced third-party technology services and are to a large extent supplied within the United Kingdom.

Our policies on slavery and human trafficking

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update all our policies.

This Statement on Modern Slavery reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We also have the following documents/policies in place relevant to modern slavery, which we continuously review and update:

- Code of ethics and behaviours
- Procurement policy

Due diligence processes for slavery and human trafficking

We understand that for our company the following areas give rise to the highest modern slavery risks:

- (i) Outsourced services such as cleaning
- (ii) Work outsourced to countries outside the UK such as IT services from Bulgaria
- (iii) Our own employees – ensuring they are legally in the UK with a Right to Work

As part of our initiatives to identify and mitigate risk we:

- (i) Perform a three-year background check on all employees, confirm everybody has a Right to Work in the UK, and re-check all permissions to work in the UK when near to expiry
- (ii) Confirm rates of pay paid to outsourced cleaners to ensure they are at or above National Living Wage for the UK

We also have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Protect whistle blowers.

Supplier adherence to our values and ethics

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme.

We have a dedicated compliance team, which consists of representatives or involvement from the following departments:

- ICT
- Technical Services
- Audit and compliance
- Human resources

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, we provide regular training to all of our staff.