

MODERN SLAVERY & ANTI HUMAN TRAFFICKING STATEMENT

Introduction

Modern slavery is a heinous crime and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain. At Technology Dynamics Inc, we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain. We have taken concrete steps to tackle modern slavery, as outlined in our statement. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking.

Purpose

Technology Dynamics, Inc and the United States Government prohibit trafficking in persons. Technology Dynamics Inc is committed to a work environment that is free from human trafficking and slavery, which for purposes of this policy includes forced labor and unlawful child labor. Technology Dynamics, Inc will not tolerate or condone human trafficking or slavery in any part of our global organization. Technology Dynamics, Inc employees, subsidiaries, contractors, subcontractors, vendors, suppliers, partners and others through whom Technology Dynamics, Inc conducts business must avoid complicity in any practice that constitutes trafficking in persons or slavery.

This statement establishes:

- Our commitment to conducting business with integrity and standing against human trafficking, forced, debt-bonded, indentured, and slave labor
- The actions we have taken to understand potential modern slavery risks related to our business and to ensure these events do not occur in any part of our business
- Our compliance with the California Transparency in Supply Chains Act of 2010 and the United Kingdom's Modern Slavery Act of 2015.

Anti-Human Trafficking

Our business and supply chains

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references.

We believe that the nature of our business and the regulatory environment in which we operate mitigate the risk of human trafficking and slavery taking place within our business and our supply chain. Technology Dynamics, Inc employs a technically skilled, professional labor force. A substantial portion of the company's sales include software and services, and our supply chain does not involve the purchase of a large volume of physical goods. Despite our low risk, we conduct human trafficking and slavery due diligence on our suppliers. We require prospective suppliers to complete a robust due diligence process during which we:

1. Collect information from the supplier;
2. Anti-Slavery and Human Trafficking Statement
2. Review the supplier's reputation and background; and
3. Complete a risk-based assessment of both the location of the supplier and the proposed scope of work. Subcontractors or suppliers that pose potentially higher risks of human trafficking and/or slavery are subject to more detailed risk assessments and additional oversight, if necessary, to help ensure compliance with our internal controls and applicable law. [We haven't been made aware of any allegations of human trafficking/slavery activities against any of our suppliers, but if we were, then we would act immediately against the supplier and report it to the authorities.]

Risk assessment

We conduct a risk assessment of our supply chain by taking into account:

- The risk profile of individual countries based on the Global Slavery Index
- The business services rendered by the suppliers
- The presence of vulnerable demographic groups
- A news analysis and the insights of labor and human rights groups

Policies :

Technology Dynamics, Inc operates the following policies for identifying and preventing slavery and human trafficking in our operations:

- Whistleblowing Policy - we encourage all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation. We provide a confidential helpline to protect the identity of whistle-blowers.
- Code of Conduct - our code encourages employees to do the right thing by clearly stating the actions and behavior expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behavior when operating abroad and managing our supply chain.
- Purchasing Code - we have updated our Purchasing Code and supplier contracts to make explicit reference to slavery and human trafficking. Supplier due diligence Technology Dynamics, Inc conducts due diligence on all new suppliers during on-boarding and on existing suppliers at regular intervals. This includes:
 - Assessing risks in the provision of particular services
 - Auditing the suppliers, and their health and safety standards, labor relations and employee contracts
 - Requiring improvements to substandard employment practices
 - Sanctioning suppliers that fail to improve their performance in line with our requirements

We require all suppliers to attest that:

- They don't use any form of forced, compulsory or slave labor
- Their employees work voluntarily and are entitled to leave work
- They provide each employee with an employment contract that contains a reasonable notice period for terminating their employment
- They don't require employees to post a deposit/bond and don't withhold their salaries for any reasons
- They don't require employees to surrender their passports or work permits as a condition of employment

Awareness

Technology Dynamics, Inc has raised awareness of modern slavery issues by communicating and sending an email that is focused specifically on modern slavery to all our staff, which explains:

- Our commitment in the fight against modern slavery
- Red flags for potential cases of slavery or human trafficking
- How employees should report suspicions of modern slavery

Assessing the Effectiveness of our Actions and Remediation

We assess the effectiveness of our actions by:

- Measuring the number of suppliers identified as being high or medium risk relative to that in the prior year
- Media alerts of any suspected incidence of modern slavery and any incidences of modern slavery
- The responses from supplier questionnaires (as needed) in relation to modern slavery and labor hire practices.

Required Certification of Compliance with Law

In general, our suppliers are contractually required to comply with applicable laws and regulations in the U.S. and globally in providing us goods, products, and services. Suppliers agree to implement due diligence procedures for their own suppliers, subcontractors, and other participants, and they acknowledge that neither the Supplier nor any of its officers, employees, or other associates have been convicted of any offence involving slavery and human trafficking and have never been the subject of any investigation by a regulatory body regarding any offence in connection with slavery and human trafficking.

Procedures

Report any conduct that you believe to be a violation of this policy to Technology Dynamics, Inc 's legal or human resources department. Reports may also be made through the Technology Dynamics, Inc phone number: 888-98-TECHD (83243) or via the internet at the following website: <https://techd.com/contact-us/> which allows anonymous reporting as permitted by applicable law.

Employees who fail to report actual or suspected misconduct may be deemed in violation of this policy.

Disciplinary Actions

Technology Dynamics, Inc will not tolerate retaliation against an employee for reporting a concern in good faith or for cooperating with a compliance investigation, even when no evidence is found to substantiate the report. Any violation of this policy may be grounds for disciplinary action, up to and including termination. Technology Dynamics, Inc and its subsidiaries have the exclusive right to interpret this policy regarding their respective employees.

This statement outlines Technology Dynamics Inc efforts to address the risks of modern slavery and human trafficking in our operations approved on January 1st, 2022.