

## Introduction

Modern slavery is a crime resulting in an abhorrent abuse of human rights. It is a crime in most jurisdictions<sup>1</sup> and has been the focus of a number of international treaties and agreements over many decades.<sup>2</sup> International pressure and individual governments have legislated to require organisations to examine their own and global supply chains to ensure that workers are protected from abuse and exploitation.

Niche has a culture that respects and values differences and we aim to secure equality of opportunity in all aspects of our activities. This applies to job applicants and employees as much as to customers and prospective customers. We strive to provide services to all customers and representatives of customers equally and fairly and ensure that we do not discriminate against any group or individual. We aim to do business in an environmentally responsible manner, to comply with legislation and other requirements and to reduce the impact of our activities wherever possible.

Niche Technology is not legally obliged to produce a statement on its actions in relation to slavery and forced labour, we choose to do so because we believe it is the right thing to do. We consider that the risk of modern slavery and forced labour is low in our business, but we also recognise that companies can be unaware of modern slavery in their supply chain. The fight against these crimes requires every organisation to be conscious of it and to take a robust approach in its response. We have embarked on the process of developing our statement in 2023 and expect to develop and improve our practise through audit and analysis of our activities and documentation. We recognise the importance of this process and will progress in a considered manner through our action plan.

## About us: Niche Technology Group

**Niche Technology Inc.** was incorporated in 1992 in the province of Manitoba, Canada and is operational in Canada, the United States, and Australia.

**Niche Technology UK Limited** was incorporated under the UK Companies Act 1985 as a private limited company in 2004. It is principally operational in the UK, but also works with the Belgian Police.

**Niche Technology USA Limited** was incorporated in 2014 and is exclusively operational in the United States.

These three organisations constitute Niche Technology group (Niche) with Niche Technology Inc being the parent company. Since its inception, Niche has been wholly owned and led by its founders who actively manage its day-to-day operations. We have approximately 90 staff who are located in offices in Canada, the United States, the UK and Australia.

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<sup>1</sup> For example, in the UK, the Modern Slavery Act was passed in 2015. In Canada, new legislation is being prepared in 2023. California Transparency in Supply Chains Act of 2010 requires organizational acceptance and Part 2 of the Australian Modern Slavery Act 2018 requires very large corporations to report annually on the risks in their operations and to take action to address them.

<sup>2</sup> 1926 Slavery Convention, ILO Forced Labour Convention 1930

Niche operates in the IT sector and our sole focus is law enforcement software. We design, develop and support NicheRMS365 and have over 100 police agency customers across the globe who use our product in their daily policing operations.

As a global group, Niche has suppliers across the globe from which it sources small scale resources. We have a very small number of larger suppliers from whom we purchase IT hardware to support our work and our due diligence will focus on these suppliers. We recognise the important role of responsible purchasing practices in mitigating modern slavery risks in our supply chain. We prefer to develop long-term relationships with suppliers, this enables us to understand our risks more clearly and will support our action to work with the supply chain on modern slavery.

## **Policies in relation to slavery and human trafficking**

Niche will identify existing policies and practices that are relevant to this matter. Niche currently does not have any specific policy on modern slavery. We will identify gaps in our policies and take action to ensure that we are clear about our policy in relation to modern slavery and how we will respond to any positive findings in this respect.

## **Due diligence processes**

Given that Niche operates across a number of jurisdictions that have differing legal regulations and moreover, that our principal suppliers work in an even wider range of jurisdictions, it will be extremely difficult to assess risk and verify activities. The level of challenge does not provide an excuse but does require a considered approach with achievable aspirations. A careful due diligence process will underpin our actions. We will look internally first before turning to our suppliers and partners to consider risks in this part of our business. It is clear that in our sector, manufacture of products is undertaken in high-risk locations such as India and China.

## **Risk assessment and management**

Niche will approach risk management in two ways:

- We will look to audit and review our internal processes and procedures. These are matters over which we have complete control and so we can make significant impact in this respect;
- We will identify high risk areas of our external operations and consider how we can best impact these.

## **Key performance indicators to measure effectiveness of steps being taken**

Niche will identify appropriate indicators of effectiveness and progress during our first phases of risk identification. In the first instance, these are likely to relate to our internal audit and training of staff about modern slavery issues, measuring changes in awareness of risk, and appropriate decision making.

## Training on modern slavery and trafficking

Compliance with laws and ethical business practices, including respecting the fundamental human rights of others, is embedded in Niche culture and policies, and clearly set out for our staff. We will consider how we can increase awareness of modern slavery issues in our organisation, in our engagement with customers, partners and suppliers. We will consider training opportunities and how we can introduce these for existing and new staff members.

## Reporting concerns about modern slavery

Niche staff, and customers can report any concerns or suspicions of modern slavery in our business or operations . This can be reported anonymously through our ethics hotline which is available to all employees, suppliers, customers and members of the public on our website.

[Ethics@NicheRMS.com](mailto:Ethics@NicheRMS.com)

We understand that whistleblowing can be a daunting act and will support anyone who raises genuine concerns, even if these subsequently prove to be unfounded. We are committed to ensuring that there are no negative consequences as a result of good faith reporting.

## Actions

Ref	Action description	Completion goal	Responsibility
1	Draft Niche Modern Slavery Statement to be reviewed internally by senior management staff.	30 <sup>th</sup> September 2023	Contracts Manager
2	Niche Modern Slavery Statement to be agreed and signed off by Niche Company Director.	30 <sup>th</sup> November 2023	Company Secretary
3	Niche Modern Slavery Statement to be published on Niche Technology website by end of 2023.	31 <sup>st</sup> December 2023	Marketing and Communications Director
4	Due Diligence: Internal audit of policies and procedures to be undertaken	31 <sup>st</sup> December 2023	Contracts Manager Documentation team
5	Risk Management: Identify internal training opportunities on modern slavery.	31 <sup>st</sup> May 2024	Contracts Manager Recruitment Lead Senior management staff

6	KPIs: Identify appropriate KPIs to measure our effectiveness and progress on our approach to modern slavery.	31 <sup>st</sup> May 2024	Contracts Manager Senior management staff
7	Due Diligence: Identify all larger Niche suppliers	30 <sup>th</sup> September 2023	Bookkeeper Marketing team
8	Due Diligence: Identify methodology to engage with Niche suppliers.	31 <sup>st</sup> December 2023	Bookkeeper Contracts Manager and Company Secretary