



# Modern Slavery *Statement*

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Version	Date Issued	Brief Summary of Change	Owner's Name
V1.0	11/11/21	New working document	Teresa Rice
V2.0	23/02/23	Text alterations	Evonne Pemberton
V 3.0	01/12/24	Annual review	Evonne Pemberton

For more information on the status of this document, please contact:	<p>Evonne Pemberton Head of HR VIZST TECHNOLOGY Unit A, Acorn Business Park Ling Road Poole BH20 4EY</p> <p>Tel: 03333 442204 E-mail: <a href="mailto:evonne.pemberton@VIZST.com">evonne.pemberton@VIZST.com</a> Internet: <a href="http://www.VIZST Technology.com">www.VIZST Technology.com</a></p>
Date of Issue	23/02/2023

<b>Review and consultation process:</b>	Annually on anniversary of approval.
<b>Responsibility for Implementation &amp; Training:</b>	Line Director

## History

Revisions		
Date	Author	Description
23/02/2023	EP	Updates to our suppliers section. Updates to ownership.
01/12/2024	EP	Annual review

<b>Distribution methods:</b>	Centrally stored on SharePoint portal and BreatheHR with all staff having view access. Not available to any user without correct credentials.
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## Modern Slavery Statement

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Vizst Technology has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Vizst Technology has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### Our business

IT Support, Security, Solution Specialists, audio visual and audio operating in the U.K.

### Our high-risk areas

Our supply chain becomes complex/global which could encourage forced labour to thrive.

### Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery policy. This policy sets out Vizst Technology's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Code of business conduct. This code explains the manner in which we behave as Vizst Technology and how we expect our employees and suppliers to act.

# Your *trusted* technology partner

## Our suppliers

Vizst Technology operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that the supplier has never been convicted of offences relating to modern slavery (and on-site audits which include a review of working conditions). Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business.
2. They hold their own suppliers to account over modern slavery.
3. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate).
4. We may terminate the contract at any time should any instances of modern slavery come to light.

## Training

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

## Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.
- The due diligence process/on-site audits result in no instances of modern slavery being identified.