

MODERN SLAVERY ACT STATEMENT 2017-2018

This statement sets out AVMI's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year ending 30th June 2018.

AVMI recognises that it has a responsibility to take a robust approach to slavery and human trafficking. AVMI is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

AVMI is a systems integrator and managed service provider within the Audio Visual/Video Conferencing sector employing nearly 500 people, predominantly in the UK, and also in the USA, Hong Kong and Ireland with a turnover of £64.2m in the 2017/18 financial year.

The nature of our business requires that we work in conjunction with a range of suppliers such as distributors and original equipment manufacturers sourcing products from leading companies with a proven and established track record in the supply to the audio visual sector.

AVMI is committed to conducting business ethically and to ensuring that there is no modern slavery and human trafficking taking place within its business and supply chain by placing the same expectation on our suppliers through integrating this into our Terms and Conditions.

AVMI undertakes due diligence when considering taking on new suppliers and regularly reviews its existing suppliers. AVMI's due diligence and review includes mapping the supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking.

AVMI requires new suppliers to confirm they comply with the Modern Slavery Act by paying employees at least the National Minimum Wage and actively take steps to identify and address modern slavery in their own business and supply chains.

The following policies exist within our organisation which demonstrate our opposition to modern slavery and human trafficking:

- **Whistleblowing policy** - AVMI encourages all its employees, customers and other business partners to report any concerns related to the direct activities, or the supply chains of AVMI. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. AVMI's whistleblowing procedure is designed to make it easy for employees to make disclosures, without fear of retribution.
- **Employee Code of Conduct** – AVMI's code makes clear to employees the actions and behaviour expected of them when representing AVMI. AVMI strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.
- **Recruitment policy** - AVMI uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.
- **Equality Opportunities and Diversity Policy**
- **Corporate Social Responsibility Policy**
- **Anti-Bribery and Corruption Policy**

- **Dignity at Work Policy**
- **Health & Safety and Environmental Policy**

AVMI measures the effectiveness of this statement by:

- requiring all new employees to complete an induction which sets out the issues of modern slavery along with how to identify and prevent modern slavery.
- requiring all Human Resources professionals and Procurement Managers to have completed training on modern slavery.
- requiring all suppliers to confirm they comply with the Modern Slavery Act.

During the last financial year we have taken, and are continuing to take, the following steps to address the issue of modern slavery:

- identify the areas of risk within our business and supply chains
- review identified risks to revise sourcing procedures
- targeted all new suppliers to confirm their commitment to meeting the requirements of the Modern Slavery Act 2015.
- provide staff training to improve awareness of the issues of the Modern Slavery Act both at induction and with role based training
- provide support and protection from detriment or disadvantage to any person who, in the public interest, raises genuine concerns amounting to a protected disclosure.
- as well as employee training AVMI has raised awareness of modern slavery issues by putting up posters at office premises. The posters explain to employees:
 - the basic principles of the Modern Slavery Act 2015;
 - how employers can identify and prevent slavery and human trafficking;
 - what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within AVMI; and
 - what external help is available, for example through the Modern Slavery Helpline.

AVMI will continue to review its policies and procedures in order to prevent slavery and human trafficking from occurring in our business and supply chains.

This statement is approved by the Board of AVM Impact Ltd.

Ed Cook - CEO
AVM Impact Ltd