

HybrIT Services

Modern Slavery and Human Trafficking Statement

External Document



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Modern Slavery and Human Trafficking Statement

1 Policy Statement

The statement sets down HybrIT Services Ltd (The Company's) commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

This statement covers the business activities of The Company which are as follows:

The Company is a Systems Integrator and Managed Service Provider. The Company's customers range from large corporate, medium business to SME and are from a wide range of verticals from financial services, public sector and legal to national retail. HybrIT has several routes to market with extensive partnerships within the IT channel and a growing direct business.

1.1 Modern Slavery and Human Trafficking Statement

The Company is committed to preventing modern slavery and human trafficking in all its forms, both within its operations and throughout its supply chains. We recognize the importance of acting with integrity and transparency in all business dealings, and we hold ourselves to the highest standards of conduct.

This statement outlines the steps we take to combat modern slavery and human trafficking, in accordance with the requirements of the Modern Slavery Act 2015.

1.2 Our Commitment

We have a zero-tolerance policy towards modern slavery and human trafficking. We are committed to ensuring that all individuals involved in our operations, including employees, contractors, and suppliers, are treated with respect, dignity, and fairness.

1.3 Our Policies and Practices

- **Recruitment:** We ensure that our recruitment processes comply with all legal requirements and are transparent, fair, and non-exploitative. We do not tolerate any form of forced labour, child labour, or exploitation of workers in any capacity.
- **Supply Chain:** We expect all our suppliers, contractors, and business partners to share our commitment to preventing modern slavery and human trafficking. We work with them to ensure they adhere to ethical standards and have effective processes in place to identify and address potential risks.
- **Training and Awareness:** We provide training and raise awareness among our employees about modern slavery, human trafficking, and the signs of exploitation. This helps to ensure that they are equipped to identify and report any potential issues.
- **Due Diligence:** We conduct risk assessments and due diligence on suppliers, particularly those operating in high-risk regions or industries, to ensure they are compliant with our ethical standards. We also review and monitor our suppliers' policies and practices to ensure compliance with anti-slavery laws.
- **Reporting Mechanisms:** We encourage employees, suppliers, and partners to report any concerns related to modern slavery and human trafficking. We have established confidential reporting mechanisms and take all reports seriously, investigating them thoroughly and taking appropriate action.

Modern Slavery and Human Trafficking Statement

1.4 Measuring Effectiveness

We regularly assess the effectiveness of our policies and practices in combating modern slavery and human trafficking. This includes reviewing our supply chains, evaluating our training programs, and tracking compliance with our ethical standards. We are committed to continuously improving our efforts to prevent exploitation.

1.5 Conclusion

The Company is fully committed to maintaining a workplace and supply chain free from modern slavery and human trafficking. We recognize the importance of addressing these issues and will continue to work diligently to ensure that no form of exploitation exists in our operations or within our supply chains.

This statement has been written in conjunction with HybrIT internal document Anti-bribery Policy.

This statement has been approved by the Board of Directors and is made in compliance with current legislation.

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