

## Modern Slavery Statement for Financial Year 2022/23 – Rev 1.6, March 2022

### 1. Overview

- 1.1. This statement is made pursuant of the Modern Slavery Act 2015 and sets out the steps that Getech Limited has taken, and is continuing to take, to ensure that modern slavery or human trafficking is not taking place within the business or supply chain.
- 1.2. Getech Limited 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 or discrimination.

### 2. Introduction

- 2.1. Modern slavery encompasses slavery, servitude, human trafficking and forced labour. This policy explains the approach adopted by Getech to modern slavery and sets out what employees should do if they believe that any form of modern slavery is taking place within the business or supply chain.
- 2.2. This policy applies to all individuals working for Getech in any form, including agency workers, part-time staff, or contractors.
- 2.3. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.

### 3. Business scope

- 3.1. Getech operates under a business profile focused on the sale, distribution and repair of computer equipment and peripherals.
- 3.2. The Company's code of business reflects the expectation that all employees and suppliers will seek to act in a manner which is consistent with how Getech operates as an organisation and complies with the current legislation under UK law.

### 4. Policy

- 4.1. Getech has a zero-tolerance approach to any form of modern slavery or any form of discrimination. The Company are committed to acting ethically, with integrity and with full transparency in all business dealings and in putting effective systems and controls in place to safeguard against any form of modern slavery. Getech accepts the responsibility to ensure, through vigilant due diligence processes wherever possible, that workers are not being exploited, that they are safe and that relevant employment, health, and safety, as well as human rights laws and standards are being adhered to, including freedom of movement and communication.
- 4.2. Getech operates 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.
- 4.3. Where Getech has reason to believe that these rules are not being adhered to, the Company will notify the relevant authorities.
- 4.4. The prevention, detection, and reporting of modern slavery in any part of Getech's business or supply chain, whether in the UK or abroad, is the responsibility of everyone working for the company. Any activity that may lead to a breach of this policy must be avoided and concerns should be reported immediately under the reporting procedure below.

### 5. Suppliers

- 5.1. ICT hardware and electronics has been identified by the UK Government as an area where Modern Slavery risks are highest; therefore, Getech promotes best practices regarding employment and performs due diligence in managing its supply chain. This includes UK Government's Gangmasters & Labour Abuse Authority identified high risk industries such as:
  - Manufacturing
  - Recycling and waste disposal
  - Transport and courier
  - Warehousing and distribution

- 5.2 Getech operates a Supplier Policy and maintains a preferred supplier list, conducting thorough due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that organisation has never been convicted of offences relating to modern slavery. Annual audits take place ensuring continued compliance with Getech's policies.
- 5.3 Getech's anti-slavery practices form part of the contract with all suppliers, all of whom are required to confirm that no part of their business operations contradicts this policy on an annual basis. This includes as a minimum:
- Adherence to local and national laws
  - Freedom of workers to terminate employment
  - Freedom of movement
  - Freedom of association
  - Prohibition of any threat of violence, harassment, and intimidation
  - Prohibition of the use of worker-paid recruitment fees
  - Prohibition of compulsory overtime
  - Prohibition of child labour
  - Prohibition of discrimination of any kind
  - Prohibition of confiscating workers original identification documents
  - Providing access to remedy, compensation, and justice for victims of modern slavery

In addition to the above, as part of any contract with suppliers, Getech requires that they confirm the following:

- Suppliers have taken steps to eradicate modern slavery within their business
- Suppliers hold their own suppliers to account over modern slavery
- They pay their employees at least the national minimum wage/national living wage
- Getech may terminate the contract at any time, should any instances of modern slavery become known.

## 6. Training

- 6.1. Getech conducts training and discussion forums with its HR, team leads and partner managers to ensure all parties understand the signs of modern slavery and what to do should they suspect that it is taking place within the business. Training is reviewed on an annual basis.

## 7. KPIs

- 7.1. Key Performance Indicators (KPIs) will be used to ensure ongoing compliance with Getech's highest standards of policy compliance. These include:
- All staff to perform mandatory Modern Slavery training to the appropriate level, within one (1) month of beginning their position and then to be renewed annually.
  - Reviewing and distributing updated Modern Slavery posters to key locations in building within one (1) month of annual Modern Slavery policy review.
  - Acknowledging and documenting any reported cases in alignment with the published Whistleblowing policy within one (1) working day.
  - Reviewing 'tier one (1)' suppliers on an annual basis and including Modern Slavery agenda items to regular supplier review meetings.

## 8. Procedure

- 8.1. Where an employee believes or has reason to suspect that a breach of this policy has occurred, is occurring or may be about to occur, they must report it either by speaking to a director or their manager, or by following the Company's process as published in the Whistleblowing Policy.
- 8.2. Members of staff should raise any concerns that they may have as soon as possible, provided that it is safe to do so. Where they may be unsure about whether a particular act, the treatment of workers, or their working conditions constitutes modern slavery, employees are encouraged to discuss this with a director or with their line manager.
- 8.3. Employees can also call the Modern Slavery Helpline for advice and guidance on 0800 0121 700.
- 8.4. Getech Limited encourages openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. Employees will not suffer any detrimental treatment as a result of reporting, in good faith, a suspicion that modern slavery is taking place in any part of the business or its supply chain.

## 9. Measures taken

- Reviewed all Modern Slavery policies and procedures following our annual review
- Reviewed and updated Modern Slavery training materials
- Updated Supplier Policy to promote best practices in the supply chain
- Continued auditing supply chain partners in alignment to established policy
- Continued to develop the digital record system to gather additional information regarding supplier commitments
- Continued to monitor processes when considering modern slavery during each stage of the procurement process
- Developed a revised supplier audit questionnaire to gather greater levels of detail

## 10. Planning for the future

- 10.1. Getech continues to collaborate with its partners to provide maximum protection for all employees and continue to monitor and review policies and procedures to ensure compliance to section 54 of the Modern Slavery Act 2015. Future measures to support this will include:
  - Revision of the supplier audit questionnaires to capture further information regarding compliance with Modern Slavery legislation, along with commitments around support the physical and mental health of all employees.
  - Review training to ensure that resource material and level of information is sufficient and relevant.



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