



## Modern slavery statement

### Organisation

This statement applies to **Distology** (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2022/23 ending 31<sup>st</sup> March 2023.

### Organisational structure

The Organisation has approximately 36 employees who are predominately based in the UK mainly within our Stockport office with an additional sites in the Netherlands and Germany.

The Organisation is managed by a Board of Directors. The Organisation works to connect IT vendors with technology resellers and partners. We specialise in the distribution of Cyber Security technology.

### Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

### Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in UK, and Netherlands and in many cases exceeds those minimums in relation to its employees.



### **Supply chains and Exposure**

As part of our efforts to monitor and reduce the risk of modern slavery occurring within our supply chains all new vendors/partners are required through onboarding to complete a due diligence document to ensure they will continue to operate in an ethical and legal manner. The Organisation will continue to seek this information from new vendors and partners to confirm their commitment to having no Modern Slavery within their own organisations.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

### **Steps**

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

We undertake due diligence when considering taking on new partners/vendors/suppliers. This due diligence includes:

- Understanding our supply chain so as to identify and assess particular product or geographical risks of modern slavery and human trafficking.
- Evaluating modern slavery and human trafficking risks through the completion of our 'Supplier Declaration'.
- Terminating our relationship with suppliers that is, or is suspected, to be involved in modern slavery
- Providing full training to employees on modern slavery and anti-bribery.

### **Measures**

#### **Employment**

The Organisation is a people centric business where we commit to treat all our employees in a fair, unbiased, lawful and professional manner. We offer fair remuneration & benefits, including holiday entitlement, fair working conditions including health & safety.

We continually develop our recruitment processes to ensure they are robust and in line with employment legislation. This includes right to work checks, contracts of employment



ensuring our employees are above 16 years or age and fully aware of their statutory and contractual rights.

#### **Training**

The Organisation shall provide the following policies and training for all employees:

- ensure employees are aware of our Anti-Bribery Policy
- ensure employees are aware of our a Corporate Social Responsibility Policy
- ensure employees are aware of our Whistleblowing Policy
- complete online training to ensure awareness of Modern Slavery
- complete online training on Anti-Bribery
- awareness and understanding of the Company Code of Conduct

#### **Contact Information**

All concerns regarding modern slavery should be addressed to our CEO on [info@distology.com](mailto:info@distology.com), who will then undertake relevant action with regard to the organisations obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Signed:

A handwritten signature in black ink, appearing to read "Hayley Roberts".

Print name: HAYLEY ROBERTS

Job Title: CEO

Date: 30/09/2024