

Policy Statement

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, contractors and suppliers. Impact IT Solutions (UK) Ltd strictly prohibits the use of modern slavery and human trafficking in our operation and supply chain. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains and we expect that our suppliers will hold their own suppliers to the same high standards.

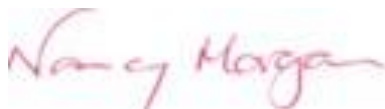
Commitment

Modern Slavery and Human Trafficking is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited.

Modern slavery is a crime and a violation of fundamental human rights and a blight on society. We are a company that expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

- We have a zero-tolerance approach to modern slavery in our organisation and our supply chains
- The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy
- We are committed to engaging with all parties, stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.
- We take a risk-based approach to our supplier's processes and keep them under review. We engage and assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties. We also assess the merits of writing to suppliers requiring them to comply with our Code of Conduct, which sets out the minimum standards required to combat modern slavery and trafficking
- As part of our ongoing risk assessment and due diligence processes we will periodically carry out audits of our suppliers for their understanding of our policy and to review and check their own policy
- If we find that other individuals or organisations working on our behalf have breached this policy we will ensure that we take appropriate action.

Signed:



Date:

01.01.2019

Nancy Morgan - Director