

Syscomm Ltd – Modern Slavery & Human Trafficking Statement

Our Commitment

Syscomm Ltd is a UK-based SME committed to conducting its business ethically, responsibly and with respect for fundamental human rights.

We have zero tolerance for slavery, servitude, forced or compulsory labour and human trafficking within our business or supply chains and expect the same standards from our employees, contractors, suppliers, and business partners.

Our Business and Supply Chain

Syscomm provides IT services to organisations throughout the UK. As an SME, we operate with a straightforward organisational structure, with overall responsibility resting with the Directors and day-to-day responsibilities delegated to relevant employees.

Our supply chain primarily consists of technology manufacturers and distributors, software and cloud providers, telecommunications providers, contractors, consultants, and other professional and business service providers.

We recognise that the greatest potential exposure to modern slavery is likely to exist further down technology supply chains, particularly in the manufacture, sourcing and distribution of technology products and components.

Policies and Due Diligence

Our approach is supported by our Anti-Slavery Policy, procurement procedures, and supplier requirements.

We expect suppliers and contractors to comply with applicable employment, labour, and human rights legislation and to take appropriate steps to prevent modern slavery within their own businesses and supply chains.

We apply proportionate, risk-based due diligence when selecting and reviewing relevant suppliers. Where appropriate, suppliers may be required to confirm their compliance with our requirements and provide further information where an increased risk is identified.

Risk Assessment and Management

We assess modern slavery risk according to factors including the nature of the products or services supplied, geographical location, supply-chain complexity, and any identified concerns.

Where concerns arise, they will be investigated and appropriate action taken. This may include seeking further information or assurances, requiring corrective action, increasing supplier monitoring or, where necessary, terminating the business relationship.

Employees, contractors and suppliers are encouraged to report concerns through our established reporting procedures.

Training and Awareness

Relevant employees are provided with information through the company employee handbook to help them understand modern slavery, recognise potential indicators of exploitation, and know how to report concerns.

Employees involved in procurement or supplier management receive additional guidance where appropriate to their role and the level of risk involved.

Monitoring and Effectiveness

Given the size and nature of our business, we use proportionate measures to assess the effectiveness of our approach, including monitoring:

- modern slavery concerns or incidents reported.
- relevant supplier due diligence and compliance issues.
- identified supply-chain risks and corrective actions and relevant employee awareness and training.

The absence of reported concerns alone is not considered evidence that no risk exists. We therefore continue to review our suppliers, controls, and risk assessments as appropriate.

Continuous Improvement

We periodically review our approach to ensure that our policies, supplier controls, due diligence, and employee awareness remain appropriate to the size and nature of our business and the risks within our supply chain.

Approval

Signed: Roger Tyler



Dated: 01/07/2024

Director