

Modern Slavery Statement for Financial Year 2023/24 - April 2023

1. Overview

- 1.1. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps that Getech Limited has taken, and those it continues to take, in order to ensure that modern slavery and human trafficking do not take place within the business or its supply chain.

2. About Getech

- 2.1. Getech are a growing business dedicated to the sale, distribution and repair of computers, IT equipment and peripherals. Operating throughout a number of evolving markets, Getech has a particular focus on the Education and Distribution sectors. Wherever businesses, schools or universities need to implement industry-leading and cost-effective IT solutions, Getech are there to help.
- 2.2. Getech is committed to the principles of the Modern Slavery Act 2015 and recognises modern slavery and human trafficking as criminal violations of fundamental human rights. It is understood by all Getech employees that modern slavery may take a number of forms, including slavery and servitude, forced or compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another so as to exploit them or their labour for personal or commercial gain.
- 2.3. As an equal opportunities employer, Getech are deeply committed to creating and sustaining a working environment which is free from discrimination and which guarantees the respect due to every single member of staff. Getech aims to ensure that all employees feel confident that they can expose illegality and unethical behaviour whenever they encounter it and should be free and empowered to do so without the fear of reprisal.
- 2.4. Getech's recruitment and procurement processes are designed to ensure that all prospective and current employees are legally entitled to work within the UK and to safeguard colleagues, clients and partners from any abuse or attempts at coercion.
- 2.5. Getech does not, and will continue to refuse to, trade or conduct business with any organisation, whether in the UK or abroad, which knowingly supports (or is found to be involved in) slavery, servitude and forced or compulsory labour. Where there is reason to suspect that modern slavery legislation and regulations are being (or may be) violated, Getech will notify and cooperate with the appropriate authorities to investigate and eradicate labour exploitation, regardless of where it is discovered.

3. Policies

- 3.1. With a zero-tolerance approach to any form of modern slavery or discrimination, Getech is committed to acting ethically and transparently and recognises that this requires accountability and integrity; values which Getech encompasses in all business dealings and relationships. Getech applies strict controls and systems to identify and safeguard against modern slavery and labour exploitation, with a view to protect the health and safety, employment and human rights of all workers.
- 3.2. Getech believe it is the shared responsibility of every member of staff to support the prevention, detection and reporting of modern slavery; as such, all colleagues are provided with training on an annual basis to confirm that they understand their responsibilities and Getech's obligations under the Modern Slavery Act 2015, and to ensure that they are comfortable and confident in identifying and reporting suspected or actual cases of modern slavery or human trafficking.
- 3.3. Getech has published the following policies, which are made available to all colleagues as part of the company's ISO 9001-compliant Quality Management System (QMS):
 - Bullying & Harassment policy;
 - CSR, Environmental & Sustainability policy;
 - Equality, Diversity & Equal Opportunities policy;
 - Induction & Probation policy;
 - Recruitment policy;
 - Safeguarding policy;
 - Supplier policy; and
 - Whistleblowing policy
- 3.4. Getech reviews all policies on an annual basis at minimum and ensures that modern slavery risks and prevention controls are made a core consideration during the policy review process, from the perspective of Getech as both an employer and a procurer of goods and services.

- 3.5. Additionally, Getech operates procurement strategies and includes contractual terms and conditions explicitly referencing modern slavery and human trafficking regulations and legislation. By ensuring that suppliers adhere to these requirements, Getech are better able to embed and propagate a zero-tolerance policy towards modern slavery.

4. Supply Chain

- 4.1. Based on the findings of the UK Government and the Gangmasters & Labour Abuse Authority (GLAA), the ICT hardware and electronics market is considered to be an area where modern slavery risks are at their highest. As such, Getech works tirelessly to promote industry-wide best practices and thorough due diligence with regards to both recruitment and the management of the business supply chain. Getech's supply chain is tightly controlled by Procurement and Compliance specialists, with all goods procured from a restricted range of approved and reputable suppliers throughout the UK and overseas. All supply partners are reviewed on an annual basis, with mechanisms in place to identify and guard against modern slavery, and particular attention is paid to any suppliers or partners operating in other high-risk industries (as identified by the UK Government & GLAA), such as:
- Manufacturing;
 - Recycling & Waste disposal;
 - Transport & Courier services; and
 - Warehousing & Distribution services
- 4.2. Getech's Supplier policy is revised and published annually, supporting the commitment to conducting thorough due diligence on all suppliers before onboarding or placing any business with them. All suppliers must confirm that they have never been found to have any involvement in any offences relating to modern slavery or human trafficking, and that their own policies and practices do not contradict the requirements of the Modern Slavery Act 2015 or any related article of legislation. All suppliers are subject to an annual review and audit to ensure ongoing compliance.
- 4.3. All suppliers must confirm that their own anti-slavery practices include, at a minimum, the following:
- Adherence to local and national law(s);
 - Freedom of workers to terminate employment;
 - Freedom of movement for all workers;
 - Freedom of association for all workers;
 - Provision of access to remedy, compensation and justice for victims of modern slavery, human trafficking and/or labour exploitation; and
 - The prohibition of:
 - any threat of violence, harassment or intimidation;
 - the use of worker-paid recruitment fees;
 - compulsory overtime;
 - underage/child labour;
 - discrimination and/or discriminatory behaviours; and
 - confiscating workers original identification documents
- 4.4. In addition to the requirements listed above, Getech also requires contractual confirmation from all suppliers regarding the following:
- Suppliers *must* have taken steps to identify and eradicate modern slavery within their business and its supply chain;
 - Suppliers *must* hold their own suppliers accountable regarding modern slavery and/or human trafficking allegations;
 - Suppliers *must* pay their employees the national minimum/living wage at minimum;
 - Where required by law, suppliers *must* publish an annual modern slavery statement on the Home Office's modern slavery statement registry; and
 - Getech may terminate any contract with immediate effect where the other party is found to be involved in an incident of modern slavery, labour exploitation or human trafficking.

5. Risk Assessment & Management

- 5.1. The primary areas of risk in relation to modern slavery for Getech relate to the recruitment of personnel, and in engaging supply partners for the provision of goods and services.

5.2. Getech will ensure that considerations relating to modern slavery risks and prevention of labour exploitation are added to the Supplier policy review process and ensure that all reviews of policies undertaken will include consideration and prevention of the risks of engaging people or groups through modern slavery.

6. Key Performance Indicators

- **95%** of colleagues to undertake and complete mandatory training regarding modern slavery, human trafficking and exploitation by 31st December 2023; and
- **100%** of policies relating directly to staff to be reviewed and revised by 31st December 2023, with subsequent review of language and tone by 1st April 2024.

7. Measures & Controls

- Reviewed and revised all policies and procedures relating to modern slavery;
- Reviewed and updated all modern slavery training materials, providing more significant information regarding high risk labour exploitation factors within the ICT hardware sector;
- Revised Supplier policy to incorporate best practices within Getech's supply chain;
- Continued auditing of supply chain partners in alignment with the published Supplier policy;
- Continued to monitor processes with considerations towards modern slavery identification and prevention throughout the procurement and distribution processes;

8. Future plans

8.1. Getech continues to collaborate with its clients and partners to provide maximum protection to all employees and continues to monitor and review policies and procedures to ensure compliance with the Modern Slavery Act 2015 in a manner which is consistent, clear, accountable and free of ethical ambiguity. Plans to further improve identification and prevention of modern slavery within the business include:

- Further revision of the supplier audit procedure to capture quality information regarding modern slavery prevention practices and policies;
- Review training to ensure that resource materials and levels of information remain sufficient and relevant;
- Continue to network with, and promote to, local businesses regarding best practice in identifying and preventing modern slavery;
- Publish an annual modern slavery statement in keeping with the Home Office's statutory guidance regarding organisation structure, policies relating to modern slavery and human trafficking, Getech's due diligence processes, training, risk assessments and risk management with detailed KPIs to measure the efficacy of steps being taken ([Modern Slavery statement registry - Getech Limited 2022](#))

9. Contact details

9.1. If you suspect modern slavery, labour exploitation or human trafficking may be taking place, report it to the [Modern Slavery Helpline](#) on **08000 121 700** or to the police on **101**.

In the event of an emergency call **999** immediately; your information could save a life.

In addition to the above, Getech staff and any external contacts can report their concerns relating to potential modern slavery within Getech or its supply chain to QualityCompliance@getech.co.uk.

10. Sponsorship

10.1. This modern slavery statement has been approved by Guy Watts, Managing Director of Getech Limited, for the financial year ending March 2024. This statement will be reviewed and updated annually at minimum.



Guy Watts

Managing Director, Getech Limited.