

Modern Slavery Statement for Financial Year 2023-24

prosource.it is a managed IT services provider delivering services to the corporate enterprise market. This statement sets out the actions taken to understand potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring there is no slavery or human trafficking within its supply chain. The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities.

prosource.it operates in multiple locations globally, with main hub offices in Aberdeen, London, Houston, Calgary and Dubai.

As a provider of professional IT services, a complex supply chain does not exist within our organisation. prosource.it will not support or deal with any other business involved in slavery or human trafficking.

The organisation operates the following policies that support its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **In house management** – the most effective way of preventing slavery and human traffic within our operations is to fully understand and manage those operations using prosource managers. In this way we have visibility of all the people delivering our services and can assure ourselves that their engagement is ethical and compliant.
- **Services predominantly delivered by permanent staff** – our services are predominantly delivered by permanent staff which ensures that the majority of our people are engaged directly by the company without 3rd parties in the supply chain. Consequently, we have assurance that these staff are properly employed with full employment rights and legal protection.
- **Code of Conduct**– Our Company’s Code of Conduct, the prosource way offers clear standards of ethical behaviour expected of our people and our suppliers as they carry out their duties, including clear escalation paths they must follow if they suspect illegal or unethical activities, regardless of where that activity originates.

prosource.it has raised awareness of modern slavery issues to all workers by carrying out onsite Toolbox Talk sessions and issuing a companywide bulletin where the following relevant issues have been highlighted:

- the basic principles of the Modern Slavery Act 2015;
- how employers can identify and prevent slavery and human trafficking;
- what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the organisation; and
- what external help is available, for example through the Modern Slavery Helpline.

This statement has been approved by the organisation's Board of Directors who review and update it annually, in line with our financial year, which ends 30 June. This affirms our continued commitment to this important issue.

On behalf of the prosource.it Board of Directors

Steve Mackie has signed this statement

Chairman

Approved for re-publication: 30/06/23

Next review due by: 30/06/2024

Copy with signature available on request