

# Modern Slavery Statement

## Financial year ending 31 October 2025

This Modern Slavery Statement and Policy is made by IT AND GENERAL LIMITED in relation to the Modern Slavery Act 2015 for the financial year ending 31 October 2025.

Although the company is not legally required to publish a statement due to its turnover being below the £36 million threshold, IT AND GENERAL LIMITED is committed to operating responsibly, ethically, and with transparency.

Modern slavery encompasses slavery, servitude, forced and compulsory labour, and human trafficking.

## Our Commitment

IT AND GENERAL LIMITED has a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically and with integrity in all our business relationships and expect the same standards from those we work with.

## Scope

This statement and policy applies to:

- all employees
- contractors and consultants
- suppliers and business partners

## Our Business

IT AND GENERAL LIMITED is a UK-based provider of IT products and related services, including the sale of technology equipment and solutions via its online platforms.

The company operates solely within the United Kingdom and employs staff based in the UK.

## Our Supply Chains

Our supply chains are limited and consist of:

- UK-based consultants providing accounting and marketing services
- suppliers of IT hardware and related products

We source hardware from established international suppliers, including Netgate in the United States and Teltonika in Lithuania. While these suppliers operate in jurisdictions with generally strong regulatory frameworks, we recognise that their products may incorporate components sourced through global supply chains.

## Risk Assessment

We consider the overall risk of modern slavery within our direct operations to be low. However, potential exposure exists in:

- global electronics manufacturing supply chains
- multi-tier component sourcing outside our direct visibility

## Our Approach and Controls

Given the size and nature of our business, we apply proportionate controls, including:

- working with established and reputable suppliers
- preferring suppliers operating in the UK, US, and EU where possible
- considering publicly available information on supplier practices where relevant
- avoiding suppliers where ethical concerns are identified
- maintaining direct control over core operations with minimal outsourcing

## Employment Practices

We are committed to fair and lawful employment practices. All employees:

- are employed in accordance with UK law
- are free to leave their employment
- are paid in line with agreed terms
- are not subject to forced, bonded, or involuntary labour

## Responsibility and Reporting

The prevention, detection, and reporting of modern slavery is the responsibility of all individuals working for or on behalf of the company.

Any concerns relating to modern slavery or human trafficking should be reported directly to the Director and will be reviewed appropriately.

## Continuous Improvement

We are committed to improving our approach over time. Planned steps include:

- introducing proportionate supplier checks
- developing basic internal policies as the business grows
- increasing awareness of modern slavery risks where relevant

## Approval

This statement and policy was approved by the board of Directors of IT AND GENERAL LIMITED.

**Signed by:** Maria Luigia Assirelli

**Title:** Director

**Date:** 19 December 2025

