The Technology Distributors

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Ikonic Technology Ltd.
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Modern Slavery Policy
Ikonic Technology Ltd : Statement Against Modern Slavery and Human Trafficking

Ikonics Shared Values of Integrity, Excellence, Accountability, Collaboration and Inclusion along with our other trading policies reflect our commitment to acting ethically and with integrity in all our business relationships. Ikonic requires all employees to demonstrate honesty, respect for others and trustworthiness in all we do, and to demonstrate ethical behaviour in all of our interactions with customers, suppliers and colleagues.
On March 26 2015, the Modern Slavery Act 2015 was passed into law in the United Kingdom. This law requires Ikonic to prepare and publish a slavery and human trafficking statement for each financial year of the organization. Ikonic fully supports the aims of the legislation and is committed to complying with applicable anti-slavery and human trafficking laws.

Our Supply Chains

Ikonics standard supplier contracts contain Compliance with Laws provisions that require the parties to comply with all applicable laws, which includes laws about anti-slavery and human trafficking. In addition, Ikonics Supplier Integrity Principles establishes and communicates Ikonics expectations regarding our suppliers' compliance with international ethical standards, including regulations on anti-slavery and human trafficking.

Our Policies and Procedure on Slavery and Human Trafficking

Ikonic has made efforts to address the risks of slavery and human trafficking violations in its own business. During pre-employment screening of potential employees, Ikonic verifies that individuals are eligible to work in the Company and meet all applicable age requirements. Ikonic provides Ethics and Compliance awareness training to its employees.

Ikonics Supplier Integrity Principles outline principles on human rights, minimum wage, maximum hour and overtime rules, forced, bonded or involuntary labour, human trafficking, child labour and other important legal and compliance areas. The document provides methods for suppliers to speak up if they have a question or to make a report if they suspect any unlawful conduct, including anti-slavery and human trafficking violations.

Employees are expected to report any violations of Ikonics conduct to their manager, or a Director. Suppliers, customers, partners, shareholders, and any stakeholders may report concerns anonymously to the Managing Director.

Reports are reviewed and appropriate action including investigations and corrective actions are taken within a reasonable period. Employees and suppliers are protected from retaliation for making a report in good faith, and anyone found to have acted against this protection is subject to disciplinary action up to and including termination.

Our Effectiveness in Combating Slavery and Human Trafficking

Ikonic is continuing to review its processes and supplier relationships to comply with the Modern Slavery Act 2015.

Registered in England. Company No. 06752963
VAT Registration No. GB 275 0320 26

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Over the last year Ikonic has introduced a more comprehensive section on modern slavery to its supplier assessment reviews. In addition, there has been awareness training and communication provided across Ikonics business relating to this and other relevant polices.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our company (Group) slavery and human trafficking statement for the financial year ending 31st December 2018 and is applicable for the financial year ending 31st December 2019 subject to review.

The UK Modern Slavery Act Transparency Statement has been duly approved and adopted by the Board of Directors of Ikonic Technology Ltd (and Group) who have delegated authority to Chris Perry as Managing Director to sign this statement on their behalf.

Signed – Chris Perry

Managing Director: Ikonic Technology Ltd

Reviewed January 2025/following review January 2026.

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