

Modern Slavery Statement – 2023/24

Introduction

This statement sets out proAV's commitment to understand all potential modern slavery risks related to its business and to implement steps to eradicate slavery or human trafficking in its own business and its supply chains in accordance with the Modern Slavery Act 2015. This statement relates to actions and activities during the financial year 1 April to 31 March 2024. The organisation recognises that it has a responsibility to take a robust approach to eliminate and remove slavery and human trafficking not only within its sector but within its supply chain too.

Organisational Structure and Supply Chains:

- > proAV are a provider of audio visual integration within the residential and corporate sector including but not limited to financial, retail, education, hotel & leisure industry. We are a global professional industry and our supply chain consists of globally respected manufacturers with whom we have established relationships for over 30 years.
- > The organisation currently operates projects and services in more than 80 countries across 6 continents and collaborates with local partners, distributors, manufacturers and supply chains across the world ensuring that effective control processes, procedures and services are met and adhering to legislative requirements.

Responsibility for the organisation's anti-slavery initiatives is as follows:

- > Policies: human resources team will collaborate with the senior management team, global supply chain, procurement, sales and business development team;
- > Risk assessments: global supply chain team will collaborate with the senior management team, procurement, sales, business development team and human resources.
- > All employees and workers have a duty and responsibility to immediately highlight any concern and should do without fear of retribution to their line manager, human resources, senior management team or gov.uk website.

Relevant Policies

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

- > Whistleblowing policy: the organisation encourages all its workers, customers and other business partners to report any concerns or wrongdoings related to the direct activities, or the supply chains of, the organisation. They should direct their concerns either to line management, procurement, human resources, senior management; gov.uk or to the modern slavery helpline. This includes any

circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of victimisation, subsequent discrimination, disadvantage or dismissal. It is recognised that concerns are made in good faith and will be treated with the utmost confidence and treated anonymously if sought.


- > **Employee code of conduct:** the organisation's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour.
- > **Supplier/procurement code of conduct:** The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The organisation works with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. A copy of their modern slavery statement is sought annually from each supplier.

Awareness

The organisation requires all staff to be aware of modern slavery statement. This statement is accessible via the Intranet and posted on our website. We endeavour to ensure that:

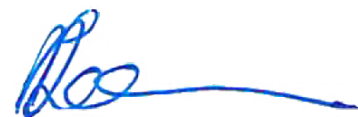
- > The basic principles of the Modern Slavery Act 2015 are updated annually; seek line managers to take responsibility of their team awareness by way of ensuring that this document is read.
- > Educate employees and workers to identify any potential slavery or human trafficking issues and whom they can seek assistance from both internally and externally via modern slavery helpline.
- > We encourage our employees to identify with this statement and without fear of retribution to report any concern they have in the wider community and notify the relevant parties identified above or to prescribed people and bodies.
- > Take positive action by way of removing suppliers or contractors from the organisation's supply chain who do not conform to S54 of the Modern Slavery Act 2015 or apply anti-slavery policies.
- > our business's purchasing practices, which influence supply chain conditions, must be designed to ensure that pricing is realistic and negotiated in mind to ensure the prevention of modern slavery or human trafficking and that the use of labour engaged by our suppliers and theirs meet local country's national minimum wage and without detriment to their quality of life and wellbeing.

This statement has been approved by the organisation's directors, who will review and update it annually.



Richard Brookes

Date: 9 April 2023



Francesca Hazell

Date: 9 April 2023