

This statement sets out Proact IT UKs actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

This statement relates to actions and activities during the financial year 1 January 2018 to 31 December 2018.

Proact understand that we have a responsibility to take a robust approach to slavery and human trafficking. The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

### **Organisational structure and supply chains**

Proact are Europe's leading independent storage integrator and cloud services enabler, our solutions cover all aspects of data storage, virtualisation, networking and security. Within our supply chain there are relationships with suppliers of physical goods & services.

As part of our due diligence process into slavery & human trafficking, our supplier approval process incorporates a review of the controls taken by suppliers, this is in the form of their signed acceptance of our 'Sustainable & Ethical Procurement Policy'.

Proact will not support or deal with any business knowingly involved in slavery or human trafficking.

### **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 related to the direct activities, or the supply chains of, the organisation. 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 retaliation. Employees, customers or others who have concerns can report them to any member of the management team.

#### Sustainable & Ethical Procurement Policy

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. However, serious violations of the organisation's supplier code of conduct will lead to the termination of the business relationship.

#### Recruitment Policy

The organisation uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

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



Glen Linsell  
Operations Director