



Modern Slavery Policy

Gipping Valley IT Services Limited

Effective Date: 01/04/2024

Review Date: 01/04/2025

1. Introduction

Gipping Valley IT Services Limited is committed to the highest ethical standards and the protection of human rights. We acknowledge our responsibility to combat modern slavery and human trafficking in all forms within our operations and supply chains. This policy outlines our commitment and the steps we are taking to prevent such practices.

2. Purpose

The purpose of this policy is to ensure that Gipping Valley IT Services Limited:

- Complies with relevant legislation regarding modern slavery and human trafficking.
- Implements effective systems and controls to prevent modern slavery and human trafficking in our operations and supply chains.
- Educates and raises awareness among employees and partners about the risks and signs of modern slavery and human trafficking.

3. Scope

This policy applies to all employees, directors, officers, contractors, suppliers, and other business partners of Gipping Valley IT Services Limited.

4. Organisation Structure and Supply Chains

Gipping Valley IT Services Limited provides IT services to various sectors, operating primarily within the United Kingdom. Our supply chains include providers of hardware, software, and related IT services. We recognize that different areas of our supply chain may have varying levels of risk concerning modern slavery and human trafficking.

5. Policies in Relation to Slavery and Human Trafficking

We have implemented several policies to combat modern slavery and human trafficking:

- **Code of Conduct:** Outlines our commitment to ethical practices and the expectation that our suppliers adhere to the same standards.
- **Supplier Code of Conduct:** Requires all suppliers to commit to ethical labor practices and to avoid any form of forced labor, child labor, or human trafficking.



- **Whistleblowing Policy:** Provides a safe and confidential mechanism for employees and other stakeholders to report any concerns about modern slavery or human trafficking.

6. Due Diligence Processes

To ensure our supply chains and operations are free from modern slavery and human trafficking, we undertake the following due diligence processes:

- Conduct risk assessments for new suppliers to evaluate their compliance with anti-slavery policies.
- Perform regular audits and inspections of high-risk suppliers.
- Require suppliers to certify that they comply with all applicable laws regarding slavery and human trafficking.
- Maintain open communication channels with suppliers to monitor their practices and provide guidance on improving their standards.

7. Risk Assessment and Management

We identify and manage risks related to modern slavery and human trafficking through:

- Regularly reviewing and updating our risk assessment processes to reflect changing risks.
- Implementing action plans to address any identified risks, including engagement with suppliers to improve their practices.
- Maintaining a risk register to document and track all identified risks and the measures taken to mitigate them.

8. Key Performance Indicators to Measure Effectiveness

We use the following key performance indicators (KPIs) to measure the effectiveness of our anti-slavery initiatives:

- Number of supplier audits conducted annually.
- Percentage of high-risk suppliers reviewed and assessed.
- Number of reported incidents of modern slavery and the actions taken to resolve them.
- Training completion rates for employees and suppliers.

9. Training on Modern Slavery and Trafficking

We provide comprehensive training to ensure that our employees and partners are aware of the risks and signs of modern slavery and human trafficking:

- All employees receive mandatory training upon hiring and annual refresher courses.
- Suppliers and contractors are provided with resources and training materials to help them understand and comply with our standards.
- Specialized training is given to employees in high-risk roles or departments.



10. Reporting Concerns

Employees and other stakeholders are encouraged to report any concerns regarding modern slavery or human trafficking. Reports can be made through:

- Our confidential whistleblowing hotline: 0871 998 0028 line 4
- Directly to the HR department: Tina Al-Aride
- Via email: t.al-aride@gvits.co.uk

11. Review and Updates

This policy will be reviewed annually and updated as necessary to reflect changes in legislation, best practices, and our ongoing commitment to combating modern slavery and human trafficking.

Approved by:

Mrs Tina Al-Aride
Director
Gipping Valley IT Services Limited
01/04/2024