



# Modern Slavery Statement

Version 1.1, 15 Jan 2024

Public

INVENTORY MANAGEMENT EUROPE LIMITED

Building A Avenue Four, Station Lane, Witney, Oxfordshire, England, OX28 4BN

# Modern Slavery Statement

## 1. Our Commitment

At INVENTORY MANAGEMENT EUROPE LIMITED we stand committed to upholding human rights, including ensuring no-one in our direct operations or extended supply chain or customer base is subjected to modern slavery and human trafficking.

Our core values are premised on integrity, therefore we take adherence to laws, including The Modern Slavery Act 2015 (the Act), seriously and we are fully supportive of initiatives aimed at the eradication of both slavery and human trafficking across the globe.

As an equal opportunities employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We are confident that the pre-employment screening checks we undertake in relation to our own employees (including verifying their right to work) and paying above the government living wage across the UK go a long way to limit the possibility of slavery and human trafficking existing.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Our Company's commitment to this statement and social values are outlined in further detail within a number of our policies, including:

- Hiring
- Equality, Inclusion and Diversity
- Equal Opportunities
- Anti-Harassment and Bullying
- Modern Slavery
- Corporate Social Responsibility (CSR)

### 1.1. Embedding the principles

We will continue to embed and reinforce the statement principles through:

- providing awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking
- ensuring staff involved in buying or procurement and the recruitment and deployment of workers are aware of and follow [modern slavery procurement guidance on GOV.UK](#)
- ensuring that consideration of the modern slavery risks and prevention are part of the review process as an employer and procurer of goods and services
- making sure that the Company's procurement strategies and contract terms and conditions include references to modern slavery and human trafficking
- continuing to take action to embed a zero tolerance policy towards modern slavery

## 2. Our Supply Chain

Our supply chain consists of products and services that we use in our business, and IT equipment which we supply to our customers.

## 3. Additional Clauses

As part of the company's due diligence the supplier approval process incorporates a review of the controls undertaken by the supplier.

Imported goods from sources from outside the UK and EU are potentially more at risk for slavery/human trafficking issues and therefore the level of management control required for these sources will be continually monitored.

## 4. Policy Governance

Responsibility for the Modern Slavery Statement rests with Bryony Bowers. Duties include, but are not limited to:

- Ensuring that all staff in scope and appropriate external parties have read and confirmed their acceptance of the latest version of this policy
- Monitoring for legal, regulatory or industry best practice developments in relation to this policy
- Coordinate with senior management, IT, and legal counsel to communicate and review issues related to this policy
- Review and update this policy at least every 12 months, in order that it remains fit for purpose

Exceptions to this policy shall be allowed only if previously approved by Doug Ashby.

This policy has been approved by senior management and is effective from 15-Jan-2024.