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# Statement on Modern Day Slavery and People Trafficking

## Financial Year ending 31/12/2022

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### Release Certificate

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## Document Control

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## Document Approval

Approved By:	<u>Paul Gibson</u>	Approved in writing
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## Revision History

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## 1 INTRODUCTION

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### 1.1 Purpose

Getronics Group (as defined below) has a zero tolerance stance on slavery and human trafficking. This document defines the policy of all affiliates and subsidiaries of Getronics Group B.V. (“**Getronics Group**”) on Modern Day Slavery and People Trafficking and the actions that will be taken by Getronics Group in 2022 to reduce the risk of forced labour and human trafficking taking place in the Getronics Group organisation and the Getronics Group Supply chain. Furthermore, we intend to use this statement to provide stockholders, customers, and suppliers with the ability to make informed choices about the companies they support.

### 1.2 What and why this is required

The statement must set out what steps Getronics Group has taken during the financial year to ensure that modern slavery is not occurring in Getronics Group or its supply chain. When the Act refers to ensuring that slavery and human trafficking is not taking part in any part of an organisations supply chain, this does not mean that the organisation in question must guarantee that the entire supply chain is slavery free. Instead, it means an organisation must set out the steps it has taken in relation to any part of the supply chain (that is, it should capture all the actions it has taken).

#### **A statement may include information about:**

- a. the organisation’s structure, its business and its supply chains;
- b. its policies in relation to slavery and human trafficking;
- c. its due diligence processes in relation to slavery and human trafficking in its organisation and supply chains;
- d. the parts of its organisation and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk;
- e. its effectiveness in ensuring that slavery and human trafficking is not taking place in its organisation or supply chains, measured against such performance indicators as it considers appropriate;
- f. the training and capacity building about slavery and human trafficking available to its staff.

It is not compulsory for an organisation to include these points in its statement, (except in so far as these reflect the actual steps the organisation has taken during the financial year to ensure that slavery and human trafficking is not taking place in their supply chains or own business).

## 2 POLICY STATEMENT

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Getronics Group are a number of business' which provide a complete portfolio of integrated ICT services for the large enterprise and public sector markets. This includes Workspace, Applications, Communication, Data Centre, Cloud, Consulting, Product and Managed Services.

Getronics Group consist of both the Getronics and Connectis brands of companies.

Getronics Group procure a variety of goods and services both for internal support and Getronics Group customers.

Procured goods include:

- ICT products and spares to meet both external and interal requirements
- ICT software
- Office Consumable and Equipment Supplies.

Procured Services include:

- 3<sup>rd</sup> Party Maintenance
- Logistics
- Financial, legal, insurance and other Professional services
- Recruitment
- Service Desks
- Fleet Services
- Training
- Travel.

The original manufacturer of goods procured by the Getronics Group could be from locations across the globe. It would not be feasible for Getronics Group to audit the end to end supply chain. Getronics Group can and will however work to ensure the goods and services which Getronics Group procures are from manufacturers who have a strong anti slavery policy and are taking action themselves to remove the risk of modern day slavery from their supply chain.

Getronics Group is committed to eradicating human exploitation from Getronics Group supply chain. All Getronics Group suppliers must comply with the Getronics Global Code of Conduct which includes the following requirements:

### Human Rights

Getronics Group suppliers will support and respect the protection of internationally proclaimed human rights and will operate in the spirit of the Universal Declaration of Human Rights. This includes, but is not limited to, the following subjects:

**Getronics Group suppliers will recognise and respect:**

- Fundamental human rights, social justice and human dignity
- Diversity of local cultures.

## Labour

Getronics Group suppliers will support and respect the internationally proclaimed labour rights and will operate in the spirit of the core Conventions of the International Labour Organisation (ILO). This includes, but is not limited to, the following subjects:

**Getronics Group suppliers will recognise and respect employee's right to:**

- Collective bargaining
- Freedom of association.

**Getronics Group suppliers will not indulge in acts of:**

- Discrimination
- Child labour
- Forced labour.

**Getronics Group suppliers will:**

- Compensate its workers in accordance with all applicable wage laws
- Limit the working hours to the maximum as set by applicable laws
- Ensure a safe working environment.

Getronics Group have implemented and continue to follow processes to achieve the level of transparency and traceability necessary to ensure that Getronics Group procurement practices do not contribute to modern day slavery at any stage in the Getronics Group supply chain.

Steps to achieve this aim include:

- Getronics Group require all new Getronics Group suppliers to adhere to the Getronics Global Code of Business Conduct
- Getronics Group continue to map and assess the Getronics Group supply chain to identify potential risk of forced labour and people trafficking within it
- Getronics Group requests that all Getronics Group suppliers warrant that their workers are paid at least the minimum or living wage required by local law
- Getronics Group ensures that robust immigration checks are in place with all Getronics Group suppliers
- Getronics Group raise awareness of modern day slavery within the Getronics Group business, through its policies and training.

Below are some useful links in relation to Modern Day Slavery and Human Trafficking:

Getronics Global Code of Business Conduct - <https://www.getronics.com/policy-pages/global-code-of-business-conduct/>

Walk Free Global Slavery Index - <http://www.globalslaveryindex.org/>

ILO Resources on Forced Labour, Human Trafficking and Slavery - <http://www.ilo.org/global/topics/forced-labour/lang--en/index.htm>

Verité eLearning on Supply Chain Accountability - <http://www.verite.org/research/elearning>

### 3 APPROVALS

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Getronics Group



(Mike Field – Group CFO)