

Statement

Software Box Limited (SBL) is committed to the prevention of modern day slavery or human trafficking within its direct employees as required by Modern Slavery Act 2015.

Structure and Business

SBL is a vendor independent, enterprise level specialist in the supply of hardware, software solutions and professional services including training and consultancy.

Recognised as market leading in Information Assurance (IA), SBL plays a key role in supporting government through IA initiatives and services.

Vendor independence and our commitment to the highest levels of customer service have ensured SBL's continued success since 1987. Our vendor independence policy is designed to ensure that our customers get the product or service that best suits their needs, regardless of other considerations.

Definitions

SBL considers that Modern Slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement

Supply Chain

As part of our supply chain approval process, we continue to review evidence of compliance with this legislation with our supply chain in respect of this matter.

Responsibility for this policy

SBL's Board of Directors are responsible for the implementation and continued compliance with this policy which they will review at the start of each financial year, ensuring suitable and sufficient resources are available to ensure slavery and human trafficking is not taking place with SBL and will use its best endeavours to ensure the same in it's supply chain.

Training

All employees will be required to attend an annual training session where this policy will be explained to them and any queries answered. Evidence of training is documented and retained in the employee's training file.

Breaches and Potential Breaches

All employees are encouraged to raise any concerns about any suspicion of modern slavery or human trafficking in any part of our business or our supply chain.

If you believe or suspect a breach, of this policy, you must notify the HR Manager in accordance with our Whistle Blowing Policy. Please refer to the Company Handbook – Whistle Blowing Policy doc. ref: 21A100

We may terminate our relationship with other individuals or organisations who work on our behalf if they breach this policy.

Modern Slavery Statement

SBL Public



Compliance Indicators

SBL has set the following compliance indicators to measure its effectiveness in ensuring modern slavery is not taking place in its Organisation or supply chains.

- Monitoring new employees to the business – from offers made through payroll
- Relationships with our supply chain and communicating our expectations of this policy
- SBL keep a copy of all their suppliers / contractors Modern Slavery Policy documents.

Risks

As part of our risk management and supply chain process, we will:-

- Monitor potential risk areas in our supply chain;
- Identify and assess potential risk areas in our supply chain;
- Mitigate or resolve any identified risk of slavery and human trafficking occurring in our supply chain;

Communication

This is a publically available policy, which is available both internally within SBL and on our company website.

Authorisation

This policy is authorised for use by Dennis Hoban, CEO, SBL

Signature D Hoban (signed on the original)

Date 20th February 2018