

1<sup>st</sup> May 2024

## Introduction

**Concept AV Controls Ltd** is committed to preventing modern slavery and human trafficking in its business activities and supply chains. This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and outlines the actions we have taken to ensure that slavery and human trafficking are not taking place in our supply chains or any part of our business during the financial year ending 2024-2025.

### Our Business

Concept AV Controls Ltd is a leading provider of audio-visual solutions, specializing in the design, installation, and maintenance of AV systems. We operate in multiple countries and source products and services from a diverse range of suppliers.

### Our Policies

We have implemented the following policies to support our commitment to combating modern slavery and human trafficking:

- **Anti-Slavery Policy:** Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships. It outlines our zero-tolerance approach to modern slavery and the measures we have in place to mitigate risks.
- **Supplier Code of Conduct:** Our Supplier Code of Conduct requires all suppliers to comply with our standards on labor practices, including the prohibition of forced labor, child labor, and human trafficking.
- **Whistleblowing Policy:** We encourage all employees, suppliers, and business partners to report any concerns related to our direct activities or supply chains. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking.

### Due Diligence Processes

To identify and mitigate the risk of modern slavery and human trafficking, we have established the following due diligence processes:

- **Risk Assessments:** We conduct regular risk assessments of our supply chains to identify and address potential risks of modern slavery and human trafficking.
- **Supplier Audits:** We perform audits on high-risk suppliers to ensure compliance with our Anti-Slavery Policy and Supplier Code of Conduct.
- **Contractual Agreements:** Our contracts with suppliers include clauses that require them to comply with the Modern Slavery Act 2015 and our own ethical standards.

### Training and Awareness

We provide training to our employees to ensure they understand the risks of modern slavery and human trafficking and can identify and report any concerns. Training is conducted annually and includes the following:

**Identifying Modern Slavery:** Recognizing signs of modern slavery and human trafficking.

**Reporting Mechanisms:** Procedures for reporting suspected cases of modern slavery within our operations and supply chains.

**Supplier Engagement:** Educating suppliers about our policies and expectations regarding modern slavery and human trafficking.

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### Measuring Effectiveness

We monitor the effectiveness of the measures we have implemented to combat modern slavery and human trafficking through the following mechanisms:

- Key Performance Indicators (KPIs): We have established KPIs to measure our performance in identifying and mitigating risks, including the number of supplier audits conducted and employee training sessions completed.
- Continuous Improvement: We review and update our policies and procedures regularly to ensure they remain effective and aligned with best practices.

### Future Steps

Concept AV Controls Ltd is committed to continuously improving our approach to tackling modern slavery and human trafficking. In the coming year, we plan to:

- Expand our supplier audit program to include more suppliers in high-risk regions.
- Enhance our employee training programs with updated content and new delivery methods.
- Strengthen our partnerships with industry groups and NGOs to stay informed about emerging risks and best practices.

### Approval

This statement has been approved by the Board of Directors of Concept AV Controls Ltd and is signed on their behalf by:



Jay Daffurn  
Managing Director