

## Modern Slavery Act Transparency Statement

We are totally opposed to slavery and human trafficking in all aspects of our operations including our supply chain

### Organisation's Structure

Since inception more than 30 years ago, ISG has provided their customers with a broad range of Network Infrastructure solutions, IT services and support. ISG is expert in the provision of multi-site IT projects utilizing established disciplines and processes to ensure consistency and quality across all sites irrespective of location. The opening of our European Support Centre in 2008 allows for a combination of UK field deployment, ESC based Project Support and ESC technical services to be integrated as a single service. ISG technology offers the latest IT technologies and systems, delivered by highly skilled and motivated personnel to provide the customers with the tools to remain competitive.

### Our Business and Our Supply Chains

We have zero tolerance to slavery and human trafficking. ISG technology maintains written policies that strictly prohibit the use of slavery or human trafficking in its direct supply chain. We have established partnerships preferably with UK based suppliers and contractors and with world class vendors. Respecting human rights and environmental issues in the supply chain is ultimately our suppliers' responsibility. As customers, however, we play an active role in supplier development and have adopted various means to clearly communicate our expectations to our suppliers as second party audits, trainings, presentations and information.

### Written policies and procedures

We are committed to act with integrity in all our business dealings and comply with laws. Many of our existing policies contain sections which are aimed at ensuring that there is no slavery or human trafficking in any part of our global business or supply chain.

Our relevant policies include:

- Code of Conduct – internal rules;
- Anti-slavery and human trafficking policy;
- Employment Policy;
- Remuneration Standards and Guidelines;
- Employee Well-Being policy;
- Policy Statement – Health, Safety and Environmental.

Compliance with legislation, including fundamental rights at work - in particular freedom of association and elimination of discrimination throughout employment.

### Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate the risk of slavery and human trafficking in our supply chain we will strengthen our processes and procedures and;

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

## Employee Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff.

ISG technology conducts on-line and face to face training for all employees to emphasise the importance of acting with integrity and in line with our own internal Ethical Business Code.

Branch Quality managers incorporate guidance regarding the Modern Slavery Act into regular company training sessions

Although ISG preferable does not work with suppliers from high-risk determined countries, we would require such suppliers to attend training to increase their awareness of ISG's requirements and legal requirements, including those related to forced labor and child labor.

## Human Rights

ISG regularly undertakes a Human Rights Compliance Assessment to ensure that all areas of its business are compliant with its Ethical Business Code and international human rights standards and that all employees are treated in a fair and transparent manner. This includes adherence to the Working Time Directive and the Minimum Wage.

## Violations

ISG disciplinary policy permits the termination of employees found to be involved in any breach of the law banning forced labour, slavery and human trafficking.

ISG will continue to update its policies and procedures as required to ensure it maintains appropriate safeguards against any mistreatment of persons involved in its supply chain or own business

This Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes ISG technologies' slavery and human trafficking statement for the financial year ending February 2017.

The board of directors of the Company delegated approval of this statement on its behalf to the CEO of the Company, at its board meeting on 10<sup>th</sup> of August 2016.



Andrew Webb

**Director**

10<sup>th</sup> August 2016

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ISG Technology Ltd.