

MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to Autodata Products Limited (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year ending 31st March 2025.

B) ORGANISATIONAL STRUCTURE

Autodata is a private Limited organisation with one owner Director. It provides a quality, value added IT goods and services solution for customers. This includes solutions for cyber security, networking, data centre, and client compute. We do not manufacture hardware or develop any applications but we can partner with third party organisations for these requirements.

We have a strong supply chain with various Tier 1 Vendors and Distributors to provide Enterprise Level B2B solutions.

We have a workforce of 25 personnel consisting of staff from Management, Sales, Customer Services, Marketing, IT, Operations and Finance.

We operate our own workshop & secure warehouse facility of 80m², 2.2 miles away from the City of London by road.

The labour supplied to the Organisation in pursuance of its operation is carried out wholly in the United Kingdom.

C) DEFINITIONS

The Organisation 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 of the 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.

D) COMMITMENT

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom, and in many cases exceeds those minimums in relation to its employees.

E) SUPPLY CHAINS

In order to fulfil its activities, the Organisation's main supply chains include those related to the supply of IT equipment from various distributors based in the United Kingdom and Europe. We understand that the Organisation first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

F) POTENTIAL EXPOSURE

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist with manufacturing suppliers operating in countries where there is a high volume of foreign migrant labour and a lack of legal protections and/ or enforcement of protections for migrant labour. Risks of modern slavery can also occur deeper in the supply chain with entities that are more than four supplier actors removed from the Organisation. In these instances, our suppliers align their practices with the relevant portions of international guidance and work with other companies to build leverage with intermediate actors deep in the supply chain.

In general, the Organisation considers its exposure to slavery/ human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/ or services to it.

G) STEPS

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- Our recruitment processes meet employment legislation and include Right to Work document checks, Statements of Main Terms of Employment are supplied to all staff, and salaries all exceed the London Living Wage
- Reviewing supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery.

H) POLICIES

The Organisation has the following policies which further define its stance on modern slavery:

Anti-Slavery Policy

I) TRAINING

The Organisation provides induction training to staff to effectively implement its stance on modern slavery.

J) SLAVERY COMPLIANCE OFFICER

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation's obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval 11th March 2024



Signed

Dominic McLoughlin
Director