

Visually Connected with Display Manager Ltd

Modern slavery and human trafficking policy

Introduction

Visually Connected with Display Manager Ltd recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The information included in this policy refers to the financial year 2023/2024.

The directors of Visually Connected with Display Manager Ltd are fully committed to preventing slavery and human trafficking in their corporate activities and to adopting a proactive approach to tackling hidden labour exploitation.

Hidden labour exploitation is the exploitation of job applicants or workers by third-party individuals or gangs other than the employer or labour provider, including rogue individuals working within these businesses but without the knowledge of management. It includes forced labour and human trafficking for labour exploitation; payment for work-finding services and work-related exploitation such as forced use of accommodation. It is understood that it is often well hidden by the perpetrators, with victims, if they perceive themselves as such, reluctant to come forward.

We intend to ensure employees are made aware of the risks of slavery and human trafficking and how to report any concerns. Management will be expected to act upon them.

Our supply chain

We are committed to ensuring that there is no slavery or human trafficking in our supply chains, and it is our intention to implement effective and robust controls to ensure this is not taking place by introducing a supplier questionnaire to ensure that all products are responsibly sourced.

Our policy on modern slavery and human trafficking

We aim to foster an atmosphere where fair employment practices and a safe workplace extend to every member of our workforce. Our company values encompass our expectations of the ethical conduct of all employees. Ethical trading considerations are a critical factor within our supplier selection and approval process, and we will ensure that our expectations are communicated and understood both by employees within the business and by our suppliers and contractors.

Policy commitments

The directors of Visually Connected with Display Manager Ltd shall:

1. Ensure that all staff responsible for directly recruiting workers are aware of issues around third-party labour exploitation and signs to look for and have signed the appropriate Compliance Principles.
2. Adopt a proactive approach to reporting suspicions of hidden worker exploitation to the Licensing Authority and Police.
3. Ensure that labour sourcing, recruitment, and worker placement processes are under the control of trusted and competent staff members.
4. Provide information on tracking "Hidden Labour Exploitation" to our workforce through workplace posters, worker leaflets, inductions and briefings.
5. Encourage workers to report cases of hidden third-party labour exploitation, provide the means to do so and investigate and act on reports appropriately.
6. Positively encourage and support employees and agency workers to report such exploitation that may be occurring within their communities.
7. Require labour providers and other organisations in the labour supply chain to adopt policies and procedures consistent with this policy.
8. Accept that job fees are a business cost and will not allow these to be paid by job applicants. The company will not use individuals or organisations to source and supply workers without confirming that the workers are not being charged a work finding fee.
9. Designate appropriate managers to attend "Tracking Hidden Labour Exploitation" training and to have responsibility for developing and operating procedures relevant to this issue.

Due diligence

We intend to regularly monitor ethical standards across the business. The majority of our suppliers provide Ethical questionnaires and/or Modern Slavery compliance statements. We will never knowingly accept products from suppliers who exploit the people or natural resources within their environment.

Continuous monitoring

Visually Connected with Display Manager Ltd takes a zero-tolerance approach to slavery, and we are committed to ensuring that operations and supply chains are free from slavery or human trafficking.

It is our intention for all employees to become familiar with our Ethical standards and policies to ensure no slavery occurs within the business, and to encourage employees to report any potential breaches. Our statement is visible for all staff to view on the company's shared drive as well as being provided during induction.

Statement

This statement is made according to section 54(1) of the Modern Slavery Act 2015, has been approved by the directors of Visually Connected with Display Manager Ltd and will be reviewed at least once annually.

Approved by:

Lionel Eales

Lionel Eales - Managing Director, Display Manager Ltd

Date: 16/03/2025

Review Cycle: Annually