



# Anti-Slavery and Human Trafficking Policy

Version 4.0

## Policy Statement

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our business' slavery and human trafficking statement for financial year 2023/2024.

## Scope

Slavery and human trafficking are heinous crimes which still occur in our modern society today. CCS Media believes all people should be treated with dignity and respect and therefore we have a responsibility to manage anti-slavery and human trafficking risks in our business and in our supply chain.

## Organisation's Structure

CCS Media is a Value-Added Reseller (VAR) in the IT Industry, operating in the UK & Ireland. We provide IT Goods and Services to the private and public sector markets.

## Our Business

We have around five hundred employees working in our organisation, all of whom are permanent and work in the UK & Ireland. All our staff are involved in the provision of IT Goods and Services.

Since our 2019 statement, our business strategy ensures our Compliance and Supply Chain Department is responsible for the management and assessment of modern slavery risk within our supply chain.

## Our Supply Chain

CCS Media's suppliers are predominately made up of large global Original Equipment Manufacturers (OEMs) and accredited UK & global Distributors. New subcontractors are assessed via a Sub-Contractor Vetting Procedure prior to being accepted as a preferred supplier.



CCS Media's business model and location presence lends itself to being deemed low risk in the Global Slavery Index.

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## **Our Procedures**

We are committed to, to the extent possible, having no modern slavery or human trafficking occurs within our business through the following measures.

- We do not employ any individuals under the age of 18 and our HR System will flag any payroll issues with respect to this.
  - Our open-door policy for escalation and whistleblowing is an internal and external policy, encouraging individuals to report a concern about suspicious modern slavery or trafficking
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behaviour to any member of our Board.

- Our Compliance Team conducts annual statement verifications with CCS Media's suppliers in relation to Anti-Slavery and Human Trafficking.
- We work with manufacturers and suppliers who are known to be taking steps towards eliminating heinous crimes within their own supply chain network.
- We work with sub-contractors to implement and maintain an appropriate employment policy.
- We work with equal opportunity employers.
- Our zero tolerance for bribery and corruption is outlined in our Company Handbook which is available to all employees at CCS Media. Any amendments made to the Handbook or Policies are publicised by our Finance Director and Human Resources Director.

## **Training**

CCS Media will provide its employees with the appropriate awareness and training relating to Anti-Slavery and Human Trafficking law.

## **Summary**

CCS Media will continue to review its policies, procedures, and supplier relationships to comply



with the Modern Slavery Act 2015. Any appropriate actions will be implemented and will form part of our policies and procedures.

CCS Media's Anti-Slavery and Human Trafficking Statement has been duly approved and adopted by the Board of Directors.

**Olivia Chillcott**

Purchasing & Logistics Director

CCS Media Limited

June 2023