

SIGNOPTICOM Limited t/a SIGNO Communication Electronics - Modern Slavery and Human Trafficking Statement 2020/2021

SIGNOPTICOM Limited ("SIGNO") are committed to understanding modern slavery risks and ensuring that its business and supply chain are free from modern slavery and human trafficking. This statement (made pursuant to section 54 of the Modern Slavery Act 2015 (the "Act")) sets out the steps that SIGNO have taken to meet this commitment.

We intend to review this statement annually.

Policies and supply chain

SIGNO adopts a zero-tolerance approach to modern slavery and human trafficking within both its own organisation and its supply chain.

SIGNO has a robust control environment in place, holds ISO 9001 certification and has a number of policies and procedures designed to ensure that its activities, and those of its suppliers, are conducted ethically and in accordance with all applicable laws.

These include policies and procedures relating to bribery and corruption, money laundering and procurement.

SIGNO intends to enhance and strengthen these policies and procedures as well as implement and enforce effective systems and controls across its business to ensure compliance, with the aim of ensuring that we and our supply chains are free from modern slavery and human trafficking.

SIGNO do not directly engage in activities relating to manufacturing or the wholesale use of natural resources. We therefore believe that our direct risk of slavery and human trafficking is inherently lower than that of companies operating in some other sectors; however, some risk does exist, and we are committed to the ongoing assessment and mitigation of that risk.

SIGNO have reviewed our supply chain to identify areas that may pose a higher risk of modern slavery and human trafficking and have reviewed existing controls to mitigate these risks.

We are committed to monitoring the control environment to ensure that appropriate oversight our supply chain is maintained.

Employees

Our commitment to compliance with the Act applies equally to our own staff.

Through our selection, recruitment, induction and training procedures and programmes, we will ensure that the people we employ are not subject to modern slavery and human trafficking and are afforded the rights and protections that they are entitled to by law.

SIGNO encourages all staff to report concerns they may have about our own standards of compliance with applicable laws and/or breaches of its own ethical standards, without fear of retaliation.

APPROVED BY :



G BLACKSTOCK - DIRECTOR

DATE: 1st NOVEMBER 2020

PLACE : BEDFORD, UK