

Introduction

This statement sets out proAV's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 1 April 2018 to 31 March 2019.

As part of audio visual integrated systems sector, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational structure and supply chains

This statement covers the activities of proAV:

- proAV are a provider of Audio Visual integration for both Residential and Corporate (Financial, Retail, Education, Hotel & Leisure industry) accounts. Our supply chains typically consist of globally respected manufacturers with whom we have established relationships for over 30 years in some instances.

The organisation currently operates projects and supplies support services in the following regions:

- EMEIA
- APAC
- NA
- LATM

Responsibility

Responsibility for the organisation's anti-slavery initiatives is as follows:

- **Policies:** Human Resources Team will collaborate with the Senior Management Team, Procurement, Sales and Business Development Team.
- **Risk assessments:** Human Resources Team will collaborate with the Senior Management Team, Procurement, Sales and Business Development Team.

Where there is any concern, any member of the workforce can report any concerns either to their line manager, Human Resources, Senior Management team or via gov.uk website.

Relevant policies

The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy:** The organisation encourages all its workers, customers and other business partners to report any concerns or wrongdoings related to the direct activities, or the supply chains of, the organisation. They should direct their concerns either to line management, procurement, human resources, senior management; gov.uk or to the [modern slavery helpline](#). This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of victimisation, subsequent discrimination, disadvantage or dismissal. It is recognised that concerns are made in good faith and will be treated with the utmost confidence and treated anonymously if sought.
- **Employee code of conduct:** The organisation's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.
- **Supplier/Procurement code of conduct:** The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The organisation works with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. A copy of their modern slavery statement is sought annually from each supplier.

Awareness

The organisation requires all staff to be aware of modern slavery statement. This statement is accessible via the HR information system and posted on our website. We endeavour to ensure that:

- the basic principles of the Modern Slavery Act 2015 are updated annually; seek line managers to take responsibility of their team awareness by way of ensuring that this document is read
- encourage employees to identify any potential slavery or human trafficking issues to the relevant parties within the organisation; notification can be made either in person to the relevant parties identified above or to [prescribed people and bodies](#)
- what external help is available, for example through the Modern Slavery Helpline.
- Take positive action by way of removing suppliers or contractors from the organisation's supply chain who do not implement anti-slavery policies.
- our business's purchasing practices, which influence supply chain conditions, must be designed to ensure that pricing is realistic and negotiated in mind to ensure the prevention of modern slavery or human trafficking and that the use of labour engaged by our suppliers and theirs meet local country's national minimum wage and without detriment to their quality of life;
- We encourage our employees to identify with this statement and to report any concern they have in the wider community by way of contacting the [modern slavery helpline](#)

This statement has been approved by the organisation's Directors, who will review and update it annually.



Richard Brookes

Date: 24/04/2019



Francesca Hazell

Date: 24/04/2019

