

Modern Slavery Statement – 2025/26

Introduction

This statement sets out proAV's commitment to understand all potential modern slavery risks related to its business and to implement steps to eradicate slavery or human trafficking in its own business and its supply chains in accordance with section 54 of the Modern Slavery Act 2015. This statement relates to actions and activities during the financial year 1 April 2025 to 31 March 2026.

proAV is committed to conducting business ethically, responsibly and with integrity. We operate a zero-tolerance approach to all forms of modern slavery, forced labour, bonded labour, child labour and human trafficking and are committed to protecting human rights across our operations and supply chain.

We recognise that preventing modern slavery requires continual vigilance, effective governance, robust supplier due diligence and a culture that encourages employees and business partners to speak up where concerns arise.

Our Business and Supply Chain

proAV is a leading provider of audio visual, unified communications and collaboration solutions, delivering design, integration, managed services and support across the corporate, financial services, education, government, healthcare, hospitality, retail and residential sectors.

We operate projects and managed services in more than 80 countries through a network of trusted manufacturers, distributors and delivery partners. Our supply chain consists primarily of globally recognised technology manufacturers and specialist service providers with whom we have developed long-standing commercial relationships.

Whilst we consider the overall risk of modern slavery within our direct operations to be low, we recognise that certain areas of the global technology supply chain present an increased inherent risk. We therefore maintain appropriate governance, supplier due diligence and risk assessment processes to identify and mitigate these risks.

Governance and Responsibilities

Responsibility for preventing modern slavery is shared across the organisation.

- The Board of Directors provides oversight of ethical business practices and approves this statement annually.
- Human Resources is responsible for employee awareness, policies and employment practices.

- Global Supply Chain and Procurement oversee supplier due diligence, supplier onboarding and ongoing supplier monitoring.
- Senior Management supports implementation of our policies and promotes a culture of ethical behaviour and accountability.

All employees are expected to uphold the standards contained within this statement and report any concerns immediately.

Policies and Controls

Our commitment to preventing modern slavery is supported by a range of policies and management systems, including:

- Anti-Slavery and Human Trafficking Policy
- Whistleblowing Policy
- Associate Code of Conduct
- Supplier Code of Conduct
- Supplier Sustainability & Responsible Procurement Policy
- Equality, Diversity & Inclusion Policy
- Recruitment and Employment Procedures
- ISO 9001 Quality Management System
- ISO 14001 Environmental Management System
- ISO 45001 Occupational Health & Safety Management System

These policies establish clear expectations for employees, suppliers and business partners and are reviewed periodically to ensure continued effectiveness.

Supply Chain Due Diligence

proAV operates a risk-based approach to supplier due diligence. New suppliers are subject to onboarding processes that assess a range of environmental, social and governance risks, including labour standards, modern slavery, business ethics, health and safety and responsible business practices. Where appropriate, suppliers may be required to provide:

- Modern Slavery Statement
- Supplier Code of Conduct
- ESG or sustainability information
- Relevant certifications and policies
- Responses to supplier due diligence questionnaires

Suppliers identified as presenting a higher level of risk are subject to enhanced review and ongoing monitoring.

Where concerns are identified, proAV will engage with suppliers to seek appropriate corrective action. Where necessary, commercial relationships may be suspended or terminated.

Reporting Concerns

proAV encourages employees, contractors, suppliers and other stakeholders to report any concerns relating to modern slavery, human trafficking or unethical conduct.

Concerns may be raised through line management, Human Resources, Procurement or Senior Management, or in accordance with the Company's Whistleblowing Policy. Reports may also be made confidentially and, where preferred, anonymously through our independent whistleblowing provider, SafeCall: <https://www.safecall.co.uk/report>.

Individuals raising genuine concerns in good faith are protected from retaliation or victimisation. Where appropriate, independent advice may also be obtained from Protect: <https://protect-advice.org.uk/>.

Awareness and Training

proAV promotes awareness of modern slavery through policy communications, employee onboarding and ongoing compliance training. Employees are expected to understand:

- The indicators of modern slavery and human trafficking
- Their responsibilities under this statement
- How to report concerns
- The importance of ethical procurement and responsible business conduct

Relevant policies are available to employees through the company intranet, HR ITSM platform Bamboo and are reviewed on a regular basis.

Measuring Effectiveness

proAV monitors the effectiveness of its approach by reviewing:

- Completion of supplier due diligence and prequalification checks
- The identification and review of suppliers presenting a higher level of risk
- Completion of relevant employee compliance training
- The number and nature of modern slavery concerns reported
- Corrective actions identified through supplier reviews

These measures are reviewed annually to support continuous improvement and identify where additional controls, training or supplier engagement may be required.

Monitoring and Continuous Improvement

During 2025/26 proAV continued to strengthen its approach to responsible business practices by:

- Maintaining risk-based supplier due diligence processes
- Reviewing supplier modern slavery commitments where appropriate
- Maintaining an Anti-Slavery and Human Trafficking Policy
- Introducing an independent whistleblowing service through SafeCall
- Reviewing this statement annually
- Continuing to embed responsible procurement principles across the organisation

We remain committed to continually improving our governance, supplier engagement and due diligence processes to reduce the risk of modern slavery throughout our business and supply chain.

Approval

This statement has been approved by the Board of Directors and will be reviewed annually.



Richard Brookes, Managing Director
20th April 2026



Francesca Hazell, Operations Director
20th April 2026