

# Modern Slavery and Human Trafficking Policy

<b>DOCUMENT CLASSIFICATION</b>	Protected
<b>DOCUMENT REF</b>	POL-031
<b>VERSION</b>	2
<b>DATED</b>	14 February 2023
<b>DOCUMENT AUTHOR</b>	Joe Keane
<b>DOCUMENT OWNER</b>	Joe Keane, Operations Director


## Revision history

VERSION	DATE	REVISION AUTHOR	SUMMARY OF CHANGES
1	02/08/2021	Joe Keane	New issue
2	14/02/2023	Joe Keane	Document reviewed

## Distribution

NAME	TITLE
Olivia Eglesfield	Quality Manager

## Approval

NAME	POSITION	SIGNATURE	DATE
Andrew Martin	Managing Director		14/02/2023

## Contents

<b>1</b>	<b>Introduction.....</b>	<b>4</b>
<b>2</b>	<b>Policy Elements.....</b>	<b>4</b>
2.1	Our Business.....	4
2.2	Responsibility for the Policy .....	4
2.3	Commitment .....	4
2.4	Compliance.....	5
2.5	Breaches of Policy.....	5
2.6	Ongoing Review.....	5

# 1 Introduction

The Modern Slavery Act 2015, referred to in this document as “the Act”, mandates that Ajar Technology prepares a slavery and human trafficking statement for each financial year to ensure we are working with compliance to this act.

Modern slavery and human trafficking, in whatever form it may be, is a crime in the UK and in most countries worldwide. It is also a clear violation of people’s human rights.

Ajar Technology has a zero-tolerance policy approach to modern slavery and human trafficking and are committed to acting in an ethical way, with integrity in all business activities and relationships. We expect our supply chain, contractors, employees and partners to commit to this policy, whilst employing and enforcing effective systems and controls to detect any action that relates to modern slavery and human trafficking whilst also working to prevent this from happening.

## 2 Policy Elements

### 2.1 Our Business

The economic, social and environmental impact of our organisation’s activity is the main consideration in the company’s commitment to a responsible and sustainable business growth.

Ajar Technology is a company that interconnects people and their worlds using smart technology. We work within the private sector, public sector and the property industry. Our solutions include control room environments, large format digital media display, physical security, cyber security as well as smart building and home automation.

### 2.2 Responsibility for the Policy

The overall responsibility for ensuring the business, and the people involved, comply with this policy falls to the directors and the senior management team. It is their responsibility to monitor whether employees, partners, contractors and the supply chain are complying with this through their actions.

### 2.3 Commitment

Ajar Technology are implementing and enforcing several principles and controls both internally and externally to ensure that everyone involved with the organisation’s actions comply with the principles of the Modern Slavery Act 2015 including:

Training on this policy will be provided to any new employees that are joining the business as well as the current employees so that everyone involved will be up to speed with the principles that require compliance. Regular refresher training will be provided if required and if there are any adaptations/updates to the policy.

The issues surrounding modern slavery will be added to the employee handbook which is provided to employees within their first week of work.

Ajar Technology's suppliers' charter and Terms & Conditions of Purchase will be amended to coincide with the Act and made available to the company.

All our major suppliers will be provided copies of this document upon request.

## 2.4 Compliance

All employees, partners that are working for us or on our behalf must:

- Read, understand and comply with this policy and avoid anything that may lead to or suggest a breach of this policy.
- Notify their immediate manager as soon as they can about any breaches, or any suspicions of a breach, that have occurred or that may occur in the future
- Raise any concerns that they may have about an issue or suspicion of a breach as soon as they can.

## 2.5 Breaches of Policy

Any employee that breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate relationships with partners or any organisations that are working on our behalf at any point if it come to our attention that they have breached the policy.

## 2.6 Ongoing Review

The company will review both its supply chains and external operations and its internal operations on an ongoing basis to check compliance with this policy and to check that the policy is being implemented in an effective way.