

## Modern-Day Slavery Statement

At Virtual Helpdesk, we are committed to ethical and responsible business practices. We recognize that modern-day slavery and human trafficking are significant global issues that require collective action. This policy outlines our commitment to preventing and eliminating any form of modern-day slavery within our operations and supply chains.

- **Policy Statement**

Virtual Helpdesk condemns all forms of modern-day slavery, including forced labour, child labour, human trafficking, and any other practices that violate human rights. We are dedicated to ensuring that our business activities and those of our suppliers are conducted in full compliance with applicable laws and regulations related to modern-day slavery.

- **Compliance with Laws and Regulations**

We will comply with all relevant laws and regulations concerning modern-day slavery, including but not limited to the Modern Slavery Act 2015, the United Nations Universal Declaration of Human Rights, the International Labour Organisation's conventions, and any other laws in the jurisdictions where we operate.

- **Risk Assessment**

We will conduct a thorough risk assessment to identify and evaluate potential risks of modern-day slavery within our business operations and supply chains. This assessment will include an evaluation of our suppliers, contractors, and any other third parties we engage with.

- **Supplier Engagement**

We will engage with our suppliers and contractors to ensure that they share our commitment to eradicating modern-day slavery. This includes conducting due diligence on their labour practices, requesting evidence of compliance with relevant laws, and seeking transparency in their supply chains.

- **Training and Awareness**

We will provide appropriate training and awareness programs to our employees, managers, and key stakeholders to enhance their understanding of modern-day slavery and human trafficking. This will enable them to identify and report any suspicious activities or practices related to modern-day slavery.

- **Reporting and Whistleblowing**

We encourage employees and stakeholders to report any concerns or suspicions of modern-day slavery or human trafficking promptly. We will establish clear reporting channels and protect whistleblowers from retaliation.

- **Investigation and Remediation**

If an allegation of modern-day slavery is reported, we will promptly investigate the matter. If we identify any violation of our policy, we will take appropriate action, which may include terminating relationships with non-compliant suppliers, collaborating with law enforcement authorities, and providing support to affected individuals.

- **Continuous Improvement**


We are committed to continuously improving our policies, procedures, and practices to prevent and address modern-day slavery effectively. We will review this policy periodically and update it as necessary to reflect changes in legislation, industry best practices, and emerging risks.

- **Public Disclosure**

We will publish this Modern-Day Slavery Policy on our company website and make it readily available to the public. This demonstrates our commitment to transparency and accountability in our efforts to combat modern-day slavery.

By implementing and adhering to this Modern-Day Slavery Policy, Virtual Helpdesk aims to create a workplace and supply chain free from modern-day slavery and contribute to the global eradication of these practices.

Signed,



[Chris Wiles - CTO] Virtual Helpdesk

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