

Harp Visual Communications Ltd
Modern Slavery and Human Trafficking Statement
05/1/19

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 2019.

The statement sets down Harp Visual Communications Ltd commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of Harp Visual Communications Ltd which are as follows:

The supply, installation and maintenance of audio visual equipment..

The Company currently operates in the following countries:

UK
Europe.

The following is the process by which the Company assesses whether particular activities or countries are high risk in relation to modern slavery or human trafficking.

- Checks the country of origin of the equipment
- Vets suppliers with respect to who manufactures components of the equipment

The following activities are considered to be at high risk of modern slavery or human trafficking:

The import of LCD displays
The import of electrical components

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

- 1.1 Policies: The Board is responsible for creating and reviewing policies. The process by which policies are developed is by looking at best

practice and adapting to the needs of the company.

1.2 Risk assessments: Harp's board is responsible for risk assessments in respect of human rights and modern by a process of continual annual vetting of suppliers.

1.3 Due diligence: Harp's board is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all staff to complete an online training course.

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations shown in the employees hand book.

2.1 **Whistleblowing policy** The Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.

2.2 **[Employee] OR [Company] Code of Conduct** In the company employee handbook - The Code of Conduct sets down the actions and behavior expected of employees when representing the Company.

2.3 **Corporate Social Responsibility (CSR) Policy** In the company employee handbook - The Company's CSR policy summarises how we manage our environmental impacts and how we work responsibly with suppliers and local communities.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes regularly asking suppliers to confirm previous statements, building long-standing relationships with suppliers and making clear our expectations of business partners and evaluating the modern slavery and human trafficking risks of each new supplier and invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship].

Performance indicators

The Company uses the following key performance indicators (KPIs) to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains including

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This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary by the board of directors which endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Adrian Gould

Position: Director

Date: 05/1/19

Signature:

A handwritten signature in black ink, appearing to read 'Adrian Gould', written over a light blue horizontal line.