

Verrex Limited SLAVERY AND HUMAN TRAFFICKING STATEMENT

Verrex Limited (“Verrex”) supports the objectives of the Modern Slavery ACT 2015 (“the Act”) of eliminating slavery and human trafficking and makes this statement pursuant to section 54(1) of the Act for calendar year 2021.

INTRODUCTION

Founded in 1947, Verrex is a global leader in designing, integrating, supporting, managing, and deploying audiovisual and unified communication systems with offices in the United States, the UK and Asia-Pacific. Verrex enjoys long standing relationships with a diverse base of well-known manufacturers and resellers worldwide.

The Act requires commercial organizations to publish a statement as to the actions they have taken to detect and deal with acts of modern slavery in their businesses and supply chains. This obligation applies to organizations that carry on business in the UK and have a total annual turnover in excess of GBP 36 million. While not subject to the requirements of the Act, Verrex recognizes that Modern Slavery is a crime and a violation of fundamental human rights. We are aware that Modern Slavery takes various forms, including slavery, servitude, forced and compulsory labor and human trafficking, all of which have in common the deprivation of a person’s liberty by another in order to exploit them for personal or commercial gain.

COMMITMENT

Verrex acknowledges its responsibilities under the Act and is committed to preventing slavery and human trafficking within its own businesses and in its supply chain. Verrex understands that this requires an ongoing review of both its internal practices in relation to its labor force and its supply chains.

Verrex has a zero-tolerance policy towards modern slavery. It will refrain from entering into business, and/or will discontinue any current business with any other organization which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labor.

POTENTIAL EXPOSURE

Verrex considers its exposure to modern slavery to be limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organization that supplies goods and/or services to it.

In the operation of its business, Verrex’s main supply chains are those related to the provision of our services. Verrex considers its main exposure to the risk of slavery and human trafficking to exist in product supply chains.

STEPS

Verrex implemented the Modern Slavery and Human Trafficking Policy (the “Policy”) which applies to all persons working for, on its behalf or with it in any capacity. The Policy reflects Verrex’s commitment to acting ethically and with integrity in business relationships and to implementing and enforcing effective systems and controls.

Verrex conducts due diligence on suppliers, through credit and risk checks, before allowing them to become a preferred supplier. Verrex carries out an online search of suppliers (potential and existing) who fall within the realms of the Act, to ensure compliance and that there are no current cases of conviction for modern slavery. The Policy, or adequate contractual arrangements, form part of any agreements with all new suppliers.

Verrex has not, to its knowledge, conducted any business with another organization which has been found to have involved itself with slavery and/or human trafficking.

As part of an orientation process, employees in the Procurement Department are made aware of the Verrex’s Policy and other policies relating to standards of behavior that it requires from them. Each employee must review and familiarize themselves with Verrex’s Modern Slavery and Human Trafficking Policy.

Verrex employees have a responsibility to be alert to the risks of modern slavery, however small, within both its business and the wider supply chain. They are required to report any concerns, using the appropriate reporting channels, and management are obliged to act upon them. In addition, Verrex, through its whistleblowing policy, ensures that no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form, is, or may be taking place.

Verrex’s Executive Team oversees the company’s compliance with, among other things, the Policy. Responsibility for the preparation and publication of the Policy resides with Verrex Human Resources.

In 2021 Verrex has

- Confirmed management responsibility for the Policy and statement and received unanimous endorsement from our Executive Management Team and Board of Directors.
- Raised awareness of the content of our published statement and the Modern Slavery Act by notifying organizations in our delivery partners and other companies with which we regularly engage.
- Published a Modern Slavery statement externally as one of our ethical policies on our corporate website.

Going forward Verrex will continually review our policy and statement against our activities to establish whether the approach we take embraces best practice.

Approval for Statement

This statement is approved by:

Thomas Berry

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William Chamberlin, VP Global Sales & Marketing