

## The Server Group Ltd Modern Slavery and Human Trafficking Statement

### Introduction from the Board

This statement is made in accordance with the Modern Slavery Act 2015 (the **Act**). It explains our approach to prevent modern slavery and human trafficking from occurring in our business and our supply chains.

Slavery and human trafficking are unacceptable. Slavery and human trafficking cause horrendous harm to the individuals that are subject to it, destroying peoples' lives and fuelling further criminal activity. The director, Richard Parry (**Board**) takes responsibility for preventing modern slavery and human trafficking within our business and within our supply chains, extremely seriously.

The Board continue to look closely at our activity, our business, our supply chain partners and our staff and employees to ensure that not only to make sure that we conduct our business in way that is respectful to others but also that any signs are such activity are spotted early or prevented in the first place.

We want to ensure that all of our employees understand that if they spot any signs of such activity, we, as their employer, have informed them of the actions to take and that it is brought to the attention of the Board immediately and without delay.

Below we have set out in more detail our approach, our expectation and requirements of our supply chain and what we are doing to fulfil this fundamental responsibility.

### Organisation's structure

The Server Group is based in Burton Upon Trent and is a multi-disciplined enterprise IT hardware solutions provider. We both assemble, integrate and supply a wide range of enterprise IT hardware, including, servers, storage, workstations and associated components. We are also a value-added distributor for our own range of products sold through our Logic Case brand.

Richard Parry is The Server Group Ltd.'s sole shareholder.

### Our supply chains

Our supply chain consists of materials suppliers, labour sub-contractors, and professional consultants.

#### Head Office

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**PASSIONATE ABOUT SOLVING YOUR TECHNOLOGY PROBLEMS**

Web: [theserver.group](https://theserver.group)  
Email: [hello@theserver.group](mailto:hello@theserver.group)

VAT Registration Number: GB 990 6761 78  
The Server Group is a trading name of The Server Group Ltd, registered in England & Wales No. 07262636

## **Our policies on slavery and human trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

## **Internal and external processes for slavery and human trafficking identification**

As part of our initiative to identify and mitigate risk we undertake due diligence of our suppliers to ensure that they are not subject to significant risk of slavery and that they have published or evidence of policies and procedures in place to prevent modern slavery. We also consider their geographical location, the type of supplier, financial risk and any specific modern slavery or human rights issues/concerns.

As part of our due diligence, we assess each supplier to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

## **Expectations of our suppliers**

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values, we expect all suppliers to have robust systems and procedures in place to identify and prevent modern slavery and human trafficking. Whilst we undertake due diligence on suppliers, it should go without saying that we expect each and every supplier to The Server Group to also have a zero-tolerance approach to slavery and human trafficking. It is only if everyone works together throughout the supply chain to identify and prevent it that we will all succeed in tackling slavery and human trafficking.

## **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff.

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## Our effectiveness in combating slavery and human trafficking

We continue to assess our operations and supply chain. We inform our suppliers of their need to report any instances of modern slavery and human trafficking and inform them of the law, our position and actions they must take. We have identified that the highest risk to our business and supply chain were where there were migrant and low-skilled labour. Working with suppliers it was of importance that we also educated our supply chain.

We keep up to date and regularly review:

- our company policies, including modern slavery; and
- our Whistleblowing Policy to ensure it adequately covers instances of modern slavery and human trafficking and how we will protect any individual (supplier or employee) coming forward to us.

We encourage all of our supply chain to confirm that they are taking positive steps to eliminate human trafficking and modern slavery.

Following the steps we take to ensure that there is no slavery or human trafficking in our supply chains, we intend to take the following further steps to combat slavery and human trafficking:

- To train any new staff in order to provide staff awareness of the Modern Slavery Act 2015 and reporting mechanisms if a case of slavery or human trafficking is suspected.
- Continue to monitor our supply chain and ensure that any new suppliers are aware of their obligations.
- Undertake due diligence to ensure continued compliance with the Act;
- Keep under review, this Policy and our approach to tackling the issue of Modern Slavery.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 30 June 2023. It was approved by the board on 18<sup>th</sup> June 2024.

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