

# Audiotonix

## Modern Slavery Act 2019 Statement

Audiotonix is committed to upholding the highest standard with our customers, our employees and the communities in which we live in and serve. A large proportion of our products are used in the entertainment industry bringing enjoyment into people's lives therefore we wish to ensure we have taken the appropriate steps to ensure our products are produced to the highest standards and ethics.

We are wholly committed to having an effective process and controls to ensure that our supply chain is free from any form of Modern Slavery.

### Supply Chains

Audiotonix is committed to have a robust supply chain, an essential pillar is that the supplier in complying with all local and international regulations, a key element being free from modern slavery and human trafficking. In addition Audiotonix Supplier Code of Conduct explicitly sets out what is required regulatory and ethically to be a vendor to Audiotonix.

Audiotonix is committed to ensuring that our supply chain is compliant with the Modern Slavery Act 2015, processes are in place to ensure our obligations are fully met.

### Policy

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour 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. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

### Our Responsibility

In keeping with our commitment to act with integrity in all our business dealings, we ensure that there is no slavery or human trafficking in any part of our business and try to ensure that this is also true for our supply chains.

In trying to ensure our supply chains are free from slavery the company policy is to visit, on a regular basis, vendors with whom we have direct and indirect relationships in an effort to ensure that

- No forced or bonded labour is used
- No child labour is used

In addition, we try to ensure that supplier organisations take their Corporate Social Responsibilities (CSR) seriously and that they ensure that

- Workers conditions are safe and hygienic
- No excessive hours are worked
- No discrimination is practised

- Regular employment is provided
- No harsh treatment of staff

## **Due Diligence**

In designing a new product, the choice of an electronic component is not just reliant on the technology and cost but also on the supply chain and, therefore our purchasing professionals are engaged during the sourcing process. The components used within the manufacture of our products come from well renowned electronic components manufacturers and are sourced from international electronic component distribution companies, these businesses are compliant with the Modern Slavery Act 2015.

For unique engineered components we ensure we employ proven manufacturers which comply with local and international regulations on employment, including meeting no child labour, no bonded labour and no labour in servitude.

## **Risk Assessment**

The programme ensuring that compliance continues within the supply chain is undertaken in a structured manner, the highest risk in our supplier base is for manufacturers in non-European countries not to comply and therefore our focus is with these vendors. The approach is to have on site visit to these suppliers on an annual basis utilising the Audiotonix Supplier Audit Checklist form which directs the Auditor on the observations that need to be undertaken during the visit.

Audiotonix also encourages whistleblowing and this forms an essential part of the Audiotonix Supplier Code of Conduct.

If the Auditor finds any issues with the treatment of employees than this will be brought to the attention Audiotonix Group Operations Director who will take the appropriate action.

## **Effectiveness**

The programme of vendor audits and supplier visits ensure that Audiotonix obligations not only meet the Modern Slavery regulations but also that employees are treated with respect under our CSR commitment.

## **Training**

Audiotonix ensures that the correct education and training is given to all staff, only experienced Purchasing Professionals are approved to engage with any vendor, while the vendor audit teams to ensure compliance can be drawn from the Operations Team comprising of Purchasing Managers, Quality Managers & Engineers and well as company Directors.

## **Signed on behalf of Audiotonix Limited**

Tony Williams

Group Operations Director

2<sup>nd</sup> January 2019