

**visive**<sup>™</sup>

ADDED VALUE - ADVANCED TECHNOLOGY

# Modern Slavery Policy

**Version 1. October, 2017**

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### **1. Statement by the board of directors of Visive Group Ltd**

We are committed to preventing acts of modern slavery and human trafficking from taking place within our business and supply chain, and we impose the same high standards on our suppliers.

We have a zero-tolerance approach to slavery and human trafficking and as an organisation we are committed in ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains.

### **2. Structure of the organisation**

Visive Group is a specialist LED and electronics design and manufacturing business, employing over 20 people, operating across the world.

As part of our business, we work with a range of suppliers and sub-contractors.

### **3. Policies**

As part of our commitment to prevent modern slavery, we have implemented the Anti-Slavery Policy which influences all of our operational procedures within our organisation. We also make sure our suppliers are aware of our policies, and adhere to the same high standards.

Our Anti- Slavery Policy is reflective of our promise to work ethically and with integrity within all our business relationships. We are responsible for the implementation and enforcement of systems and controls to ensure that slavery and human trafficking is not taking place.

#### 4. Due diligence

As part of our efforts to monitor and mitigate the risk of slavery and human trafficking occurring within our supply chains, we have adopted the following due diligence procedures:

- Internal/external audits
- Modern Slavery Risk Assessments
- Internal Training
- Incorporation of Contract Clauses within supply and sub-contractor agreements

Our procedures are designed to:

- Establish and assess areas of potential risk in our business and supply chains
- Monitor potential risk areas in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains
- Provide adequate protection for whistleblowers

#### 5. Risk and compliance

We regularly evaluate the nature and extent of our exposure to the risk of modern slavery occurring in our supply chains through the implementation of supplier and sub-contractor audit and pre-qualification.

We do not consider that we operate in high risk sectors or locations.

We ensure all our suppliers adhere to our anti-slavery policy. We enforce a strict code of compliance and do not tolerate slavery and human trafficking within our supply chains. For example, if we find evidence of a failure to comply with our policy we will immediately seek to terminate our relationship with the relevant supplier.

## **6. Training**

As part of our commitment to minimising the risk of slavery and human trafficking taking place in our business and supply chains, we educate all of our staff in what modern slavery and human trafficking is and how to recognise the risks of it in the workplace. We operate training programmes to encourage our staff to report any potential breaches of our anti-slavery policy.

## **7. Further actions and sign-off**

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Visive Groups' slavery and human trafficking statement for the financial year commencing 1 October 2015 and ending 30 October 2016.