

Introduction

This statement has been produced in accordance with the Modern Slavery Act 2015 and sets out the actions that Infocus has taken to manage potential modern slavery risks related to its business activities and supply chains. This statement relates to actions and activities during the financial year ending 30 April 2023.

Infocus is committed to preventing modern slavery and servitude, forced and compulsory labour and human trafficking in its business activities and its supply chains and detailed below are actions that have been implemented, and will continue to be, with the aim of fulfilling this commitment.

Statement of Compliance

I confirm that Infocus complies with the requirements of the Modern Slavery Act 2015. In summary:

- No products / materials are directly procured from high risk countries of origin as defined by the Global Slavery Index 2016.
- All Employees have the freedom to choose to work for us. Employees are free to leave after reasonable notice is served and labour is not forced, bonded and non-voluntary prison labour isn't used.
- For all employees, including any temporary workers, we have received sight of original documents proving Right to Work in the UK e.g., passports, birth certificates, work permits, and have retained copies of these. We will not hold the original identity or immigration documents of individuals.
- Employee working hours are compliant with national laws or industry standards.
- We provide wages and benefits that at least meet relevant industry benchmarks or national legal standards.
- We generally do not use external recruitment companies to recruit new staff. Where they are used e.g., to recruit individuals with specialist skills, then we will select recruitment companies that do not charge recruitment fees.
- We take appropriate measures to ensure the health, safety and welfare of our employees and others.
- We do not permit any employment to engage in the procurement of sex acts as part of work activities.
- For suppliers who have known Tier 1 suppliers based in high-risk countries as defined by the Global Slavery Index, we will ask them to certify that materials incorporated into their products comply with all slavery and human trafficking laws of the country or countries in which they are doing business. We ensure all of our suppliers are aware of our policy and have taken reasonable practical steps to ensure their awareness and compliance.
- We under no circumstances allow any employee to abuse or intimidate any other employee or person, in any fashion, and that you have appropriate grievance, disciplinary and appeal procedures in place.

This statement will be issued annually within six months of the financial year end which is 30/04/2024. Additional reviews will be undertaken of any breach of the Modern Slavery Act 2015 is identified.

This compliance statement is signed on behalf of Infocus.



Tim Cole,
Director
04th May 2023