

## **MODERN SLAVERY AND HUMAN TRAFFICKING GENERAL STATEMENT OF POLICY**

### **Introduction**

The Modern Slavery Act 2015 requires commercial organisations which supply goods or services such as Integral to prepare a slavery and human trafficking statement each financial year.

Modern slavery is a term used to cover slavery, forced and compulsory labour and human trafficking against both adults and children who are forced to work against their free will.

This new disclosure duty is a measure to encourage businesses to take steps to stop modern slavery.

### **Our Business**

Integral Memory produces a wide range of memory and storage products including; DRAM, memory cards, USB drives, Solid-State-Drives (SSD) and Industrial memory solutions. All our products are warranted and supported.

We operate from facilities in the UK and have further sales offices in France, Spain and the Netherlands. Our products are sold by resellers in more than 50 countries and are trusted by large corporations, government departments and educational institutions.

Integral Memory plc entered the LED lighting sector in 2013 with the creation of our Integral LED Technology LLP division which sells and supports LED lighting products thus building on our 29 years of experience in technology and semiconductor products.

### **Company Position**

Integral has a zero tolerance approach to modern day slavery and human trafficking and are committed to acting ethically and with integrity in all our business dealings and relationships.

We expect the same high standards from all of our supply chain, contractors, employees and other business partner, and we expect that our suppliers will hold their own suppliers to the same high standards.

## Company Approach

At strategic level we only deal with companies that we consider ethical and honest

Employees within our business with direct dealing with our supply chain are fully committed to The Modern Slavery Act 2015 and have the required experience in their field enabling them to remain vigilant when dealing with our suppliers and doing observation and checks

Internal training in relation to The Modern Slavery Act 2015 will be provided to any new employee who will have dealings with any of our suppliers.

Our policy in relation to Modern slavery and human trafficking is available to all our employees via the company intranet.

Employees are aware of the need to raise any issues directly with the Directors of the company where there is suspicion or concerns in relation to Modern slavery or trafficking in any part of the business or supply chains of any supplier.

The policy will be kept up to date, particularly as changes in the organisation and operation of the company occur. To ensure this, the policy and the way it is operated will be reviewed and revised as necessary at regular intervals and at a minimum every year.

Signed:..........

Sunil Kotecha - Managing Director

Dated: 2<sup>nd</sup> March 2023

Review Date: March 2024

Financial Year ended 30<sup>th</sup> September 2023

Approved by Directors on 2<sup>nd</sup> March 2023