

Modern Slavery Statement

We strive to be a great place to work for our people. We want our teams to be fully engaged with our business and motivated to succeed, where their contribution to be recognised and rewarded.

As a business we refuse to tolerate any form of forced, bonded or compulsory labour, human trafficking and other kinds of slavery within our operations or our supply chain and are fully committed to taking appropriate steps to ensure that everyone who works for us promotes and benefits from a working environment in which their fundamental rights and freedoms are respected.

Our procedures contribute to ensuring modern slavery cannot occur in our business or supply chains and we expect organisations with whom we do business to adopt and enforce policies to comply with the legislation.

Our structure and supply chains

ITHQ Ltd is a single entity incorporated in the UK with no subsidiary undertakings. We provide progressive businesses and public sector organisations with technology solutions and are mainly focused on the UK & Ireland.

We partner with 10 leading technology vendors to bring 'only the best' technology solutions to our customers.

We predominantly serve businesses and public sector organisations with between 50 and 500 employees but also have both smaller and larger clients.

Our procedures

We have a number of procedures in place which we consider to be effective to prevent modern slavery from occurring in our business or suppliers.

Employment procedures

We ensure all our recruitment complies with employment law. This means we ensure 'right to work' document verification, fair and externally reviewed contracts of employment and

checks to ensure everyone employed is of a legal working age. We also make sure all staff are aware of their statutory and contractual employment rights.

Supplier procedures

We have and continue to periodically seek confirmation from our key partners, vendors and distributors that they comply with the Modern Slavery Act 2015. We also ensure that our solution architecture framework ensures we are only picking vendors that are known to act ethically and responsibly and have clearly defined operating procedures for ensuring fair and equitable treatment of staff.

General information

Our values are core to everything we do. They are discussed with staff regularly and are also enshrined in multiple documents for staff to reference should they need to, including our Staff Handbook. Our belief in transparency and accountability ensure our staff understand that we expect them to comply with all legal requirements and use good judgment when dealing with anyone in their day-to-day business activities.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human tracking statement for the financial year ending 30 March 2020. It was approved by the ITHQ Ltd board on the 2nd June 2020 and signed on its behalf by:

Scott Nursten
Chief Executive Officer
2nd June 2020