

Modern Slavery Statement

ITHQ Ltd acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015.

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 leading technology vendors to bring 'only the best' technology solutions to our customers.

Definitions

ITHQ Ltd considers that Modern Slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement

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 UK employment law and is reviewed on an ongoing basis. All new employees are made aware of this statement during their Induction process.

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.

Supply chain

As part of ITHQ Ltd ongoing supply chain approval process, ITHQ Ltd have sought evidence of compliance with the Modern Slavery Act 2015 from its key suppliers.

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.

Responsibility for this policy

ITHQ Ltd's Board of Directors are responsible for the implementation and continued compliance with this policy which they will review at the start of each financial year, ensuring suitable and sufficient resources are available to ensure slavery and human trafficking is not taking place within ITHQ Ltd and will use its best endeavours to ensure the same in its supply chain.

Training

Regular training on this policy will be provided to employees as necessary to raise awareness and ensure that employees understand the importance of modern slavery and what they need to do when raising concerns. Evidence of training is documented and retained in the employee's training file.

Breaches and Potential Breaches

It is the responsibility of all ITHQ Ltd employees to raise any concerns about any suspicion of modern slavery or human trafficking in any part of our business or our supply chain.

ITHQ Ltd have a policy to encourage employees who suspect a breach of this policy to notify the HR Manager in accordance with our Whistle Blowing Policy. Please refer to:

Company Handbook – Whistle Blowing Policy doc.

ITHQ Ltd may terminate its relationship with other individuals or organisations who work on its behalf if they breach this policy.

Communication

This is a publicly available policy, which is available both internally within ITHQ Ltd and on our company website.

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 trafficking statement for the financial year ending 30 March 2021. It was approved by the ITHQ Ltd board on the 2nd June 2021 and signed on its behalf by:

Scott Nursten
Chief Executive Officer
1st July 2021