

**Document Control – Modern Slavery Statement**

Author	Version	Date	Notes	Approved by Director
Dee Cordall	V1	28.10.2020	Document created	
Russell Dickinson	V1.1	31.10.2021	Reviewed & Updated	

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## Modern Slavery Statement

### Organisation

This statement applies to Silver Lining Convergence Ltd (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2021.

### Organisational structure

The Organisation, and its employees, operate from the Head Office in Fareham and where necessary, employees work from home.

The organisation has a board of directors which consists of:

Managing Director

Finance Director

The Organisation provides IT and Telephony services B2B, throughout the UK and demand is consistently high throughout the year and is not seasonal. Employees will travel to visit client premises to provide technical support, assistance and installation of services.

The labour supplied to the Organisation in pursuance of its operation is carried out in England and Scotland, there may on occasion be services provided to customer locations in Europe but currently, no services are provided outside of the United Kingdom.

### Definitions

The Organisation 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 of the 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.

### Commitment

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

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in The United Kingdom and in many cases exceeds those minimums in relation to its employees.

### Supply chains

In order to fulfil its activities, the main supply chains of the Organisation include those related to IT & Telecoms, i.e Data Connectivity, Telecoms services, IT Software and Hardware.

### Potential exposure

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist with the purchasing of hardware manufactured because they may involve the provision of labour in a country where protection against breaches of human rights may be limited.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. It has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

### Steps

The Organisation is not covered by the requirements of section 54(4) of the Modern Slavery Act 2015. However, we have reviewed the policies of our suppliers and ask questions as necessary to verify that slavery and/or human trafficking does not take place in its supply chains.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

### Policies

The Organisation has the following policies which define its stance on modern slavery

- Modern Slavery Policy
- A Corporate Social Responsibility Policy
- Supplier Code of Conduct;
- Recruitment Policy
- Diversity and Equality Policy
- Health and Safety Policy

### Slavery Compliance Officer

The Organisation does not have a legal obligation to appoint a slavery compliance officer. Any questions or concerns regarding modern slavery should be addressed to the Finance Director who will then undertake relevant action with regard to the Organisation's obligations.

**Date of approval: 31/10/2021**

**Signed:**



**Print name: Russell Dickinson**  
**Job Title: Finance Director**  
**Date: 31/10/2021**

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