

Modern Slavery Statement

Organisation

This statement applies to 1st Technologies Ltd including trading names Bargain Hardware and ICT-Direct (referred to in this statement as 'the Organisation').

The Organisation has one centralised location where all employees work and is controlled by Top Management which includes two Directors.

The Organisation is located in Ribchester, Preston in the United Kingdom with a turnover of over 19.3 million in our 2020 financial year. The main activity carried out by the Organisation is the refurbishment and resale of business/enterprise grade IT Equipment.

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 has a zero-tolerance approach to modern slavery and acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

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.

In order to fulfil its activities, the main supply chains of the Organisation include those related to the supply of used IT equipment and associated components.

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

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

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- reviewing supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery
- measures in place to identify and assess the potential risks in its supply chains
- undertaking impact assessments of its services upon potential instances of slavery
- creating action plans to address risk to modern slavery
- any actions taken to embed a zero-tolerance policy towards modern slavery
- any training provided to staff on modern slavery.

In addition, 1st Technologies Ltd have policies in place to encourage the reporting of concerns and the protection of whistle blowers.

Potential exposure

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, 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.

Policies

The Organisation has further policies which define its stance on modern slavery such as Procurement of Goods and Services Policy, Whistleblowing Policy, Human Rights Policy, Anti-Bribery Corruption Policy, Equal Opportunities and Dignity at Work Policy and Recruitment Policy

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Signed:



Ben Craig
Managing Director

Date: 11/02/2022