

# Anti- Slavery Policy

With regards to the Statement under Section 54(1) of the UK Modern Slavery Act 2015 for Visionist Limited

Last Updated: November 2022.



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IASME Consortium®



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## Documentation History

Author	Update by	Version	Date
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## Introduction

Modern slavery is a crime and violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We at Visionist Limited have a zero-tolerance approach and are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing procedures to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

Our approach to addressing modern slavery is an integrated component of our overall approach to human rights and business conduct.



Ed Walker

Director

## Organisation Structure

Visionist is a limited company registered in England and Wales, with Company Registration number 6783340.

## Our Business

Our principal activities are to assist with all aspects of Digital Transformation required within the public sector markets, with clients ranging from Central to Local Government, BEIS, MoD, DEFRA, DIT, NHS Trusts. Our annual turnover is in excess of £14m. To find out more about Visionist (part of the Smarter Technologies Group) please visit [www.visionist.com](http://www.visionist.com), and [www.smartertechnologies.com](http://www.smartertechnologies.com)

## The parts of our business and supply chain where risks of modern slavery are highest

In order to provide services to our clients we work with a range of suppliers including, but not limited to, professional service firms, utility suppliers, IT vendors, consultants, industry business partners and technology platform providers. The Visionist Limited Code of Conduct for Suppliers sets out minimum standards and expectations for environmental, social and ethical performance for all our suppliers, including modern slavery and human trafficking aspects.

## Our Policy on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Statement reflects our commitment to acting ethically and with integrity in all our business relationships and in relation to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

We also ensure our suppliers are aware of our policies and adhere to the same high standards.

## Due Diligence Processes in place to manage and prevent risks of modern slavery and Human Trafficking

As part of our initiative to identify and mitigate risk we have in place systems, due diligence processes and procedures to:

- Mitigate the risks in recruitment (through our recruitment and vetting policies and ensuring compliant working and recruitment practices are adopted without exception). We conduct eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will;
- Ensure a safe and supported workplace without slavery where employees and business partners support and adopt our values, where employees have freedom of movement and association;
- Educate our employees and suppliers to ensure a consistent level of understanding of modern slavery and our company values and Modern Slavery policy;

Identify, assess and monitor potential risk areas in our supply chains; and

- Encourage and protect whistle blowers.

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### Supplier Adherence to our Values

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain to comply with our values. For example, should we find evidence of a failure to comply with our policies which contain or reflect anti-slavery measures, we will immediately seek to terminate our relationship with the relevant supplier.

### Training and capacity building of staff around modern slavery

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide regular mandatory training to our staff which has to be carried out during induction and every 12 months after.

### Our effectiveness in Combating Slavery and Human Trafficking

We intend to use key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains. This policy has been created in made pursuant to section 54(l) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the current financial year.

In our belief that things develop and change, Visionist Limited looks to continually assess and improve how it manages the modern slavery risks moving forward by:

- Will look to continually review and further enhance our slavery risk program, should it be found to require changes a plan will be put in place to amend accordingly – then endorsed and signed off b a director and shared with all employees and suppliers
- Will look to continually review and further assess the risk of modern slavery within all areas of our supply chain
- Will look to continually review and review/adapt/update policies/strategies for the identification of modern slavery risks in all areas, any risks found are resolves and each endorsed and signed off by a director
- Will look to continually monitor and review the effectiveness of our policies, will be revised and amended as and when required, all of which are endorsed and signed off by a director
- Will look to continually review/improve internal and external mechanisms of reporting, where weak areas are identified all issues are addressed. We also seek confirmation from suppliers that they agree with our statement and policy
- All mandatory training is carried out during time of induction and on a 12 monthly period after.

### Adherence to local and national laws

Visionist Limited make sure that it adheres to all UK laws regarding modern slavery be they National or local to location of work being carried out.

### Freedom of workers to terminate employment

All employees have the right to terminate their employment should they so desire in accordance with the notice period stipulated in their contract of employment.

### Freedom of movement

All Visionist Limited employees have freedom of movement to work where they are required to do so, be it in the office or at a customer's site where work is being carried out.

### Freedom of association

All Visionist Limited employees have the right to join a trade union, to engage in free speech or to participate in debating societies, political parties, or any other club or association, including religious denominations and organizations, fraternities, and sport clubs and not to be compelled to belong to an association should they choose to do so.

### Prohibits any threat of violence, harassment and intimidation

Visionist Limited states within its equal opportunities policy that ALL behaviour such as Violence, Threats and Intimidation are not acceptable and depending on the severity will result in a written warning with training for improvement to be provided or the termination of employment.

### Prohibits the use of worker-paid recruitment fees

Visionist Limited does not utilise and prohibits the use of worker-paid recruitment fees for its recruitment practices. Visionist Limited employees are not required to pay any recruitment fees or other related fees for their employment.

### Prohibits compulsory overtime

With Visionist Employees, the option to work overtime is not compulsory. Within some roles there may be the occasional requirement and/or opportunity to work overtime, but this would only be so with the agreement of employer and staff member.

Employees who this may impact usually have such an agreement in writing and signed by both parties.

Visionist Limited does not discriminate against anyone, should overtime be required, then those who work within that area would be allowed to do so.

### Prohibits child labour

As set out in the guidelines of the Child Labour (Prohibition and Regulation) Act 1986, no child shall be employed or permitted to work in any of the occupations of our company or in any workshop.

### Prohibits discrimination

Visionist Limited adheres to the guidance set out in The Human Rights Act 1964, whereby we do not tolerate discrimination of any kind, be it 'sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status'.

### Prohibits confiscation of workers original identification documents

Visionist Limited prohibits the confiscation of workers' passports and any other identity documentation by its employees or business partners.

### Provide access to remedy, compensation and justice for victims of modern slavery

All people who are identified as a victim of slavery, are entitled to help and protection. Should such an incident occur, Visionist Limited shall support by making a referral to the National Referral Mechanism of the UK Government, assuring the person that all support provided is on a confidential basis. We at Visionist Limited will be there to assist for the duration of any such process, as and when required.

Accessible via a prominent place on web site homepage

Our Anti – Slavery Statement can be found with our statement on the front page of our company website [www.visionist.com](http://www.visionist.com) (and here: [Visionist Anti-Slavery Policy](#))

Policy reflecting modern slavery

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All statements and Policies are approved by our board of directors

This Modern Slavery Policy, and all associated documentation, has been adopted by the board of Directors of Visionist Limited.



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