

# Anti- Slavery Statement

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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## Documentation History

Author	Update by	Version	Date
Bid Manager	Elaine Glock	V0.1	30/07/2020
General Counsel	Matt Hunt	V1.0	09/05/2022
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Bid Manager	Elaine Glock	V1.4	15/11/2022

## Our Commitments

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 person’s liberty by another in order to exploit them for personal or commercial gain.

We at Visionist Limited have a zero-tolerance approach to modern slavery. We 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. We support the UK Government’s objectives to eradicate modern slavery and human trafficking. Further, as an equal opportunities employer, we’re also committed to creating and ensuring a non-discriminatory and respectful working environment for our people. Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK.

## Organisation Structure

Visionist Limited 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 Limited please visit [www.visionist.com](http://www.visionist.com)

## Our Supply Chain

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.

## 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 make sure our suppliers are aware of our policies and adhere to the same high standards.

## Due Diligence Processes for 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.

## 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. We share our Modern Slavery Policy to all suppliers (and reissue on occasion when our policies are updated) and require their acceptance and compliance with our policy. This year we have implemented an annual compliance statement activity for our key suppliers to ensure they make firm commitments of compliance to our policy.

Should we find evidence of a failure to comply with our policies which contain or reflect antislavery measures, we reserve the right to terminate our relationship with the relevant supplier, should they not be able to rectify such practises to our satisfaction or provide us with such assurances and confidence that we require and deem necessary to ensure our supply chain remains free from any instances of modern slavery.

## Training

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.

## Risk Management

This year we looking to update and are refresh all risk assessments across Tier 1 suppliers for Visionist limited.

## 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.

During the last year we adjusted our processes due to Covid-19 Protocol requirements and we updated our Modern Slavery Policy, all staff and suppliers were made aware of this and agreed to comply with our revised Modern Slavery Policy. All staff onboarded were provided with staff awareness training regarding our Modern Slavery Policy as part of our commitment to identify the risks of, and remove all instances of modern slavery, human trafficking and exploitation.

Further all employment contracts contain safeguards re. Voluntary termination rights. In the past year we have not worked with any recruitment agency or had any instances whereby recruitment fees for employment have been charged to the worker/employer. All employees employed by Visionist Limited for this period had the right to work in the UK.

In this next financial year, we will continue to ensure that all employees refresh their mandatory modern slavery training on an annual basis and incorporate standard terms and conditions relating to modern slavery in all our active supplier contracts. We will also complete a compliance audit against this policy on our top 3 tier 1 suppliers.

No evidence of Modern Slavery or forced labour was found in our operations or supply chain during the last financial year.

This statement is 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.



Ed Walker

**Director**





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