

Modern Slavery & Human Trafficking Statement

Project Audio Visual Ltd

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and outlines the steps that Project Audio Visual has taken during the financial year ending 2023 to ensure that slavery and human trafficking do not take place within our business or supply chains.

Introduction

Project Audio Visual is committed to ensuring that modern slavery, in all its forms, does not exist within our business operations or supply chains. We recognise our responsibility to act ethically and with integrity and transparency in all our business dealings.

Our Business and Supply Chains

Project Audio Visual is a provider of audio-visual solutions, operating across EMEA, APAC and AMER. Our supply chains include distributors, vendors, and professional technical services. We recognise that some of our supply chains may operate in regions where there is a higher risk of modern slavery and human trafficking.

Policies and Commitments

We have established the following policies to mitigate the risk of modern slavery within our organisation and supply chains:

Code of Conduct: All employees are required to adhere to our Code of Conduct, which promotes ethical behaviour and respect for human rights.

Supplier Code of Conduct: We expect all suppliers to adhere to our Supplier Code of Conduct, which prohibits the use of forced labour, child labour, and any form of exploitation.

Whistleblowing Policy: We have implemented a whistleblowing policy that enables employees, suppliers, and partners to report any concerns about modern slavery confidentially.

Risk Assessment and Due Diligence

We have conducted a risk assessment to identify areas in our supply chains that may be vulnerable to modern slavery. In high-risk areas, we take additional steps, including:

Conducting **due diligence** on new suppliers before entering business relationships.

Monitoring existing suppliers through regular audits and assessments.

Collaborating with industry bodies to share knowledge and best practices in preventing modern slavery.

Training and Awareness

We provide training to all staff on identifying and addressing modern slavery and human trafficking risks. Our aim is to ensure that employees, particularly those in procurement and supply chain management, are aware of the signs of modern slavery and know how to report concerns.

Key Performance Indicators

We measure the effectiveness of our efforts to combat modern slavery through the following key performance indicators:

Number of supplier audits conducted.

Number of modern slavery concerns reported and addressed.

Looking Ahead

In the coming year, we will continue to enhance our policies and practices by:

Expanding supplier audits to additional high-risk regions.

Partnering with industry initiatives aimed at eradicating modern slavery.

This statement has been approved by:

Don Lambresa, CEO of Project Audio Visual Ltd

Steve Hudson, COO of Project Audio Visual Ltd

May 2024