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Modern Slavery and Human Trafficking Statement

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1st October 2023 to 30th September 2024.

The statement sets down Harlow Online Services Limited commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of Harlow Online Services Limited which are as follows:

Harlow Online Services is a micro company with less than 5 employees offering Electronic Design Services, Electronic Assembly and In Service Electrical Appliance Testing. Our annual turnover is less than £100K so we are outside the scope of Section 54 of the Modern Slavery Act however we understand that all companies should conduct business in an ethical manner.

The Company currently operates solely in the United Kingdom.

Our supply chain consists of a number of small business based in the United Kingdom and a number of larger Distributor companies based in the UK, Europe and the US. Components purchased through these distributors come from countries all over the world and this is the highest risk category in our business practices.

Responsibility for the Company's anti-slavery initiatives is undertaken by the company directors and they are responsible to creating and reviewing policies to ensure that they are in line with best practice.

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains the Company recommends staff undertake regular training in Modern Slavery Awareness.

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.



The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations both internally and externally

- The Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
- The Code of Conduct sets down the actions and behaviour expected of employees when representing the Company.
- Key suppliers are surveyed on an annual basis and a section is dedicated to their Modern Slavery and Human Trafficking statements.
- The Company's Environmental policy summarises how we manage our environmental impacts and how we work responsibly with suppliers and local communities.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers as part of our annual supplier audits. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners and evaluating the modern slavery and human trafficking risks of each new supplier.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. Our Directors endorse this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Ian Bentall

Position: Director

Date: 06/03/2025

Signature: