



# **Modern slavery statement**

for ITGL Ltd

May 2025

# Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps that ITGL has taken to prevent modern slavery and human trafficking within our business and supply chains during the financial year 2024-25.

We are committed to acting ethically and with integrity in all our business dealings and relationships, and we are committed to ensuring that modern slavery and human trafficking do not exist within our business or supply chains.

## Our business

ITGL is a digital consultancy. We sell a broad range of technologies, including hardware, software, and services, across product portfolios including enterprise networking, collaboration, and security solutions. Our operations are predominantly based in the UK, with offices in Oxford and Portsmouth. In February 2024, we were acquired by Conscia Group, a large European digital consultancy looking to expand into the UK market. Conscia is headquartered in Denmark. As a result, some of our operations are based in Europe.

As of March 2025, we have 88 employees. We conduct sales and customer service operation in the UK. We sell products and services directly.

## Our supply chain

Our supply chain includes technology vendors and manufacturers, with suppliers based in the UK, Europe, and the US. It also includes logistics service supplies in the UK as we courier products to our clients. We source products and services from both domestic and international suppliers and are committed to ensuring that all our suppliers adhere to high standards of ethical conduct.

Our supply chain is low risk for modern slavery because we:

- Know everybody personally, including the cleaner, and our independent drivers
  - Use reputable national carriers and freight forwarders, such as DPD, which are larger organisations than us and already have strong MSA policies, processes, vetting, and due diligence in place for their own workforce and supply chain
  - Directly employ our warehouse staff
  - Have low staff turnover (sub 4% annually) and employ qualified professionals who are a low-risk group for modern slavery
  - Have worked with the same three distributors for the last 10 years, and know their staff.
- However, we still require them to agree to our Supplier Code of Conduct, and make signed declarations to us that they have measures in place to identify and manage modern slavery.

# Policies and procedures

To combat modern slavery and human trafficking, we have implemented the following policies and procedures:

## Anti-slavery policy

This policy outlines our commitment to ensuring that there is no modern slavery in our business or supply chains. It sets clear expectations for our employees, contractors, and suppliers to comply with our standards.

## Supplier code of conduct

We expect all our suppliers to uphold the same ethical standards by agreeing to our Supplier Code of Conduct. This code outlines our expectations around labour rights, including the prohibition of forced, bonded, or involuntary labour.

## Whistleblowing

Our whistleblowing policy encourages employees to report concerns or suspicions related to modern slavery. Employees can raise any issues in confidence without fear of retaliation.

## Due diligence and risk assessment

We conduct thorough due diligence on our suppliers, particularly those in high-risk areas, to assess their adherence to our ethical standards. We also review the risk of modern slavery within our operations and supply chains and take appropriate action to mitigate these risks.

## Measuring effectiveness

We are committed to continuous improvement and regularly review the effectiveness of our anti-slavery policies and practices. Our effectiveness is measured through:

- Regular audits of suppliers
- Feedback and concerns raised by employees and stakeholders
- Monitoring changes in legislation and best practices
- Commitment to continuous improvement

We recognise that modern slavery is a complex issue and acknowledge that we must continue to improve our policies and procedures. As part of this commitment, we will:

- Work with industry partners and stakeholders to share best practices
- Engage with experts to better understand and address modern slavery risks

- Continue to review our supply chains to ensure that they meet our standards

## Training

We provide training to our employees on recognising the signs of modern slavery and how to report any suspicions. This helps ensure that our staff are aware of the issue and can take appropriate action if necessary.

All our staff know that, if they suspect someone is working in domestic servitude or forced labour in the course of their work or home life, they can report it to the Modern Slavery Helpline on 08000 121 700, or the police on 101.

## Approval of Statement

This statement has been approved by the board of directors of ITGL, who are fully committed to ensuring that modern slavery does not exist in any part of our business or supply chains.

Signed,

A handwritten signature in black ink, appearing to read 'Phil Marlow', with a stylized, overlapping design.

**Phil Marlow**

Director of Business Operations

May 2025



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