



MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to Datalink Electronics Ltd (referred to in this statement as 'the Company').

B) THE BUSINESS

Datalink Electronics Ltd is a contract electronics design and manufacturer, based in Loughborough, Leicestershire. The Company designs, manufactures, tests & repairs electronic products & assemblies and directly employs its workforce from within the UK.

C) DEFINITIONS

The Group considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

D) COMMITMENT

Datalink Electronics Ltd acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. Datalink Electronics Ltd understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Datalink Electronics Ltd does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Datalink Electronics Ltd in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Company strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom and in many cases exceeds those minimums in relation to its employees.

E) SUPPLY CHAINS

In order to fulfil its activities, Datalink Electronics Ltd main supply chains include those related to electronics manufacture. Specifically, electronic components are sourced through franchised distributors supplied from large multi-national corporations. These corporations carry responsibility for complying with anti-slavery and conflict-free legislation when sourcing raw materials for the manufacture of their components. Where other materials or external labour are required the Company sources these almost exclusively from reputable companies based in the UK. Assurance is sought from companies that they comply with the Modern Slavery Act 2015.

F) POTENTIAL EXPOSURE

Datalink Electronics Ltd considers its main exposure to the risk of slavery and human trafficking to exist in the supply of raw materials to large multi-nationals as these materials may originate from poorly developed countries or conflict

zones. Clearly the damage to the reputation of a large multi-national involved in using slave labour/human trafficking is such that they may be relied upon to ensure it does not occur in their supply chains. Consequently, the Company considers these corporations as gate-keepers in preventing modern slavery.

In general, Datalink Electronics Ltd considers its exposure to slavery/human trafficking to be limited, nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

G) STEPS

Datalink Electronics Ltd carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

Datalink Electronics Ltd has not, to its knowledge, conducted any business with another organisation which has been found to have been involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, Datalink Electronics Ltd has taken the following steps to ensure that modern slavery is not taking place:

- Ensuring all UK workers are in receipt of the minimum wage and robust immigration checks are in place.
- Mapping supply chains to understand where the highest risk of slavery is.
- Undertaking site inspections.
- Providing training to workers and local suppliers on modern slavery risks and compliance.
- Reviewing supplier contracts, and including obligations to comply with the UK Modern Slavery Act.
- Publishing a statement outlining the steps being taken to tackle modern slavery.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and will be reviewed for each financial year.

SIGNATURE:



NAME: FlorenceWood

DATE: 4th November 2021

POSITION: Managing Director