



## Modern Slavery Policy Statement

Datalink Electronics Ltd is a contract electronics design and manufacturer, based in Loughborough, Leicestershire. We design, manufacture, test and repair electronic products and assemblies and directly employ our workforce from within the UK.

### **Definitions**

Datalink Electronics Ltd 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 threat of abuse.
- Being dehumanised, treated as a commodity or being bought or sold as property.
- Being physically constrained or to have restrictions placed on freedom of movement.

### **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. The Company understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chain.

The Company does not enter into business with any other organisation, in the UK or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Company 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 UK and in many cases exceeds those minimums in relation to its employees.

### **Supply Chains**

To fulfil its activities, Datalink Electronics Ltd.'s main supply chain includes those related to electronic manufacture. Specifically, electronic components are sourced through franchised distributors supplies 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.

### **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 or human trafficking is such that they must be relied upon to ensure it does not occur in their supply chains. Consequently, Datalink Electronics Ltd considers these corporations as gatekeepers in preventing modern slavery.

In general, Datalink Electronics Ltd considers its exposure to slavery and human trafficking to be limited, nonetheless, it has taken steps to ensure that such practices do not take place in its business not the business of any organisation that supplies goods and/or services to it.



Datalink Electronics Ltd

8 Jubilee Drive, Loughborough, LE11 5XS, United Kingdom  
Company Number 01664664 | VAT Number GB411103038

 +44 (0)1509 231023

 info@datalink-electronics.co.uk

 <https://www.datalink-electronics.co.uk>



## Steps

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

The Company has not, to its knowledge, conducted any business with another organisation which has been found to have been involved 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 wages and robust immigration checks are in place.
- Mapping supply chains to understand where the highest risk of slavery is.
- Undertake site inspections.
- Providing training to workers and local suppliers on modern slavery risks and compliance.
- Reviewing supplier contracts, including obligations to comply with the UK Modern Slavery Act.

This Modern Slavery Policy Statement will be reviewed for each financial year and revised as necessary to reflect changes to the business activities and any changes to legislation. Any changes to the Policy will be brought to the attention of all employees.

**NAME:** Mariam Smith

**SIGNED:** *Mariam Smith*

**POSITION:** Managing Director

**DATE:** 01/04/2025



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