



## **Modern Slavery Policy**

### **1. POLICY STATEMENT**

Datalink Electronics Ltd is committed to conducting its business responsibly, ethically, and transparently, and to managing risks within its operations and supply chains in line with applicable legislation and recognised best practice.

The Company operates a zero-tolerance approach to modern slavery, human trafficking, forced or compulsory labour, servitude, and related abuses. We are committed to acting with integrity and to implementing effective systems and controls to safeguard against modern slavery within our business and supply chains.

### **2. PURPOSE**

The purpose of this policy is to:

- Set out the Company's commitment to preventing modern slavery and human trafficking
- Ensure compliance with the Modern Slavery Act 2015

### **3. SCOPE**

This policy applies to:

- All employees, including Directors and Managers
- Contractors, suppliers and any other parties associated with the Company

### **4. DEFINITION OF MODERN SLAVERY**

Modern slavery includes, but is not limited to:

- Human trafficking
- Forced or compulsory labour
- Debt bondage
- Servitude
- Exploitation through coercion, abuse or deception
- Restriction of an individual's freedom of movement

### **5. RESPONSIBILITIES**

The Managing Director has overall responsibility for ensuring compliance with this policy.

All employees must:

- Comply with this policy
- Report any concerns regarding modern slavery promptly

Managers must:

- Implement this policy within their areas of responsibility
- Ensure appropriate controls are in place
- Promote awareness of modern slavery risks

### **6. SUPPLY CHAINS**

The Company's supply chains primarily relate to electronic manufacturing and the sourcing of electronic components through authorised distributors and multinational suppliers.

The Company expects suppliers, contractors, and business partners to operate to equivalent ethical standards and to comply with all applicable laws and regulations.

Where possible, the Company sources materials and services from reputable UK-based suppliers.





## 7. RISK MANAGEMENT AND DUE DILIGENCE

The Company adopts a risk-based approach to due diligence, proportionate to the nature, location, and sector of its supply chains, with consideration given to labour practices and human rights risks.

Measures include:

- Supplier risk assessments
- Requests for compliance assurances
- Review of supplier policies and contractual obligations
- Supply-chain mapping where appropriate
- Audits or site visits where feasible

## 8. EMPLOYMENT PRACTICES

Datalink Electronics Ltd ensures that:

- All employees have the legal right to work in the UK
- Workers are paid at least the National Minimum Wage
- Employment is freely chosen
- Working conditions comply with UK employment law

## 9. REPORTING CONCERNS

The Company encourages the reporting of concerns in good faith and will ensure reports are treated confidentially and without fear of retaliation.

## 10. MONITORING AND REVIEW

This policy will be reviewed annually to ensure continued compliance with legal and regulatory requirements and alignment with business operations and best practice.

**NAME:** Mariam Smith

**SIGNED:** *Mariam Smith*

**POSITION:** Managing Director

**DATE:** 01/04/2026

