



## **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

### **1. Introduction from Geoff Archenhold, Managing Director**

We are committed to improving our practices to combat slavery and human trafficking. Modern slavery is a crime and a gross violation of fundamental human rights. It takes various forms, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards

### **2. Our Business**

Integrated System Technologies (IST) Ltd. are global pioneers in the delivery of smart, low voltage Power and Ethernet (PaE) LED lighting projects. Based in the UK, but serving an extensive international client base, we design and manufacture world-leading, flicker-free iDrive® LED drivers, Serenity® healthy LED lighting solutions and iMune® control systems for intelligent buildings in commercial, architectural, entertainment, hospitality, retail, outdoor and amenity applications.

The business was formed in 1998 and employs 13 people.

### **3. Our Location**

IST Ltd head office is based at Serenity House, 55 WellingtonCrescent, Fradley WS13 8RZ UK.

### **4. Our Customers and Supply Chains**

IST has installed its LED products, iDrive®, iMune® and Serenity Lighting™ across a variety of locations including, but not limited to:

- Kalvertoren Shopping Centre, Amsterdam
- Austria Center, Vienna (ACV)
- Tate Britain, London
- Citizen Watch Manufacturing HQ, Japan
- Victoria Gate Shopping Centre, Leeds

IST procure products from a wide range of companies.

### **5. Our Policies on Slavery and Human Trafficking**

IST are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. This Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to



ensure slavery and human trafficking is not taking place anywhere in our supply chains.

### **5.1 Due diligence processes for slavery and human trafficking**

As part of our initiative to identify and mitigate risk in our supply chain, we:

- Identify and assess potential risk areas in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

All suppliers are required to complete IST's Supplier PQQ which requires the supplier to provide details on management of Health and Safety, Environmental, Quality and general enquiries relating to the company for example, insurances, training and competence, amongst others.

The PQQ is designed to identify the risk to IST and enable the company to determine if the risks are low or can be managed and controlled. Where labour only suppliers are employed the need to provide proof of the right to work eradicates the risk of employing someone illegally and allows the company to check on the Labour supplier to ensure they are not involved in slavery and human trafficking.

We expect each entity in the supply chain to, at least, adopt 'one-up' due diligence on the next link in the chain. As part of the PQQ statement, all suppliers are asked to provide evidence of their due diligence or Statement in line with the Modern Slavery Act 2015.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All Directors have received training on the subject and are aware of their legal responsibilities.

Whistleblowing is addressed in our employee handbook and is designed to support and protect any employee who wishes to raise a serious concern. Any disclosures made in good faith in relation to modern slavery or human trafficking will be dealt with under the Whistleblowing Policy.

### **5.2 Our values**

IST has a zero-tolerance approach to slavery and human trafficking. IST request that all those in our supply chain and contractors comply with our values and ethics.

The Directors are responsible for compliance in their respective departments and for their supplier relationships.

### **5.3 Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our Directors.

### **5.4 Our effectiveness in combating slavery and human trafficking**

IST use the following to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Review carried out by our Finance and Commercial departments on compliance of our suppliers with our PQQ requirements
- Use of labour monitoring and payroll systems
- Communication and personal contact with the next link in the supply chain and their understanding of, and compliance with our expectations.

The statement will be reviewed annually by the Board.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement for the financial year ending 2018.

This statement will be displayed prominently at all of our premises and made available to other stakeholders - on request and via the website.



**INTEGRATED  
SYSTEM  
TECHNOLOGIES**

Signed: *G. Archenhold.*

Dated and last reviewed on 31/01/22

Geoff Archenhold, Managing Director, IST