



## **Modern Slavery Statement 2023**

CIE-Group Ltd supports the objectives of the Modern Slavery Act 2015 (“the Act”) of eliminating slavery and human trafficking and makes this statement pursuant to section 54(1) of the Act.

### **About CIE-Group**

Established back in 1964 as a specialist audio and electronics distributor, CIE has become one of the most vibrant and innovative professional Audio Visual & Security distributors in the UK.

As a true 'value-added' distributor, providing our customers with exemplary products and service is the key to our success with a team of true experts in product, specification, design and integration.

CIE specialises in the four key product groups of Audio Visual, Door Intercom & Access Control, Connectivity and Test Instrumentation and as the tier 1 UK distributor for many leading brands in these markets, we work in partnership with manufacturer and installer to meet the exact needs of individual projects and market trends.

We pride ourselves on the quality of our people. You'll find that we're enthusiastic, innovative and uniquely knowledgeable and will always endeavour to go the extra mile for our customers and their clients.

### **Committed to prevention of slavery and human trafficking**

CIE-Group acknowledges our responsibilities under the Act and is committed to preventing slavery and human trafficking within our own businesses and our supply chain.

The Company recognises the need for ongoing review of our internal practices in relation to labour force and its supply chain.

CIE has a zero-tolerance policy towards Modern Slavery. It will refrain from entering business, and/or will discontinue any current business with any other organisation, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

### **Assessing Risks**

Though the goods we distribute have already been manufactured when they come under our ownership, we recognize that risks related to Modern Slavery primarily pertain to the working conditions and treatment of employees within the product supply chain, particularly in higher risk countries.

We conduct regular assessments of our supply chain to identify and mitigate such risks, continually striving to ensure that Modern Slavery does not find its way into our operations or those of our suppliers.

## **Labour Practices**

Our recruitment and people management processes strictly adhere to UK employment laws, ensuring that all prospective employees are legally entitled to work in the country. We vehemently oppose any involvement of slavery or human trafficking in the provision of our services, guaranteeing that labour provided to the Company is free from such exploitation.

## **Business Relationships**

The Company has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with slavery and/or human trafficking.

The majority of our partner contracts allow for termination if they are found to breach the Act, and where this option is not explicitly stipulated, we will seek appropriate measures to dissolve the relationship.

## **Risk Assessment and Due Diligence**

The Company conducts an annual review of our major suppliers, examining their publicly available information on Modern Slavery. We also request key suppliers to complete Modern Slavery questionnaires periodically.

We carry out due diligence on potential suppliers, assessing their credit and risk profiles, and verifying compliance with the Act. An online search is conducted to identify any current cases of conviction for Modern Slavery. We ensure that appropriate contractual arrangements related to Modern Slavery are in place with all new suppliers.

## **Policies and Responsibility**

To reinforce our commitment to combat Modern Slavery, we have implemented and adopted this Statement as our Modern Slavery Policy. This policy applies to all individuals associated with the Company and reflects our dedication to ethical business relationships and effective systems and controls. Our Whistleblowing Policy further empowers employees to securely report any suspicions or knowledge of misconduct related to Modern Slavery.

The ultimate responsibility for the policy's compliance lies with our board of directors, while day-to-day implementation and monitoring are overseen by the Managing Director. Management at all levels are accountable for ensuring their teams understand and comply with the policy through regular training.

## **Training**

We consider employee vigilance vital in combating Modern Slavery. Our staff members are required to be alert to any signs of modern slavery within our business or supply chain and are encouraged to report concerns through appropriate channels.

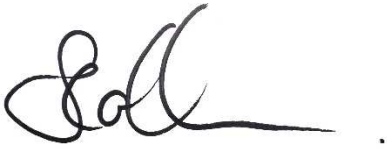
During the induction process, employees are informed about the Modern Slavery Policy and other relevant behavioral standards.

Additionally, we continue to engage with major suppliers, assess personnel training, and actively address Modern Slavery as part of our overall Governance framework. We collaborate with suppliers to include Modern Slavery clauses in new contracts wherever possible, further cementing our commitment to this cause.

This statement is made on behalf of CIE-Group Ltd for the year ended 31 December 2023

**Approval for this statement**

This statement is approved by the Board of Directors:

A handwritten signature in black ink, appearing to read 'S. Collin', followed by a small dot.

Steve Collin  
Managing Director, CIE-Group Ltd  
July 2023