

Team 8 Digital
Modern Slavery and Human Trafficking Statement
31/10/2018

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 2018/19.

The statement sets down Team 8 Digital's commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of Team 8 Digital which are as follows:

An App, Software and Web Design & Development company based in Bridgend, who provide these and services such as website hosting and digital marketing, to clients based in the United Kingdom and United States. All members of our supply chain are fully engaged by Team 8 Digital on our commitment to preventing Modern Slavery and Human Trafficking.

Team 8 Digital robustly assesses whether particular activities or countries are high risk in relation to modern slavery or human trafficking, to ensure that all activities undertaken are appropriate and responsible.

High Risk Activities

As a digital business, there are no activities that we believe pose a high risk to modern slavery or human trafficking.

Responsibility for the Company's anti-slavery initiatives is as follows:

1. Policies: Phoenix HR in conjunction with Rod Raymond (Business & Operations Manager) are responsible for creating and reviewing policies.
2. Risk assessments: Rod Raymond is responsible for risk assessments in respect of human rights and modern by a process of implementing and reviewing compliance adhering processes, as well as facilitating training.
3. Due diligence: Phoenix HR in conjunction with Nicola Abbott (Admin Co-ordinator) are responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking, with Rod Raymond reviewing.

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, Team 8 Digital requires all Directors and Managers to undertake annual Compliance Awareness Training.

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- 1. Whistleblowing policy** - the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
- 2. Company Code of Conduct** - The Code of Conduct sets down the actions and behaviour expected of employees when representing the Company.
- 3. Corporate Social Responsibility (CSR) Policy** - The Company's CSR policy summarises how we manage our environmental impacts and how we work responsibly with suppliers and local communities.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes reasonable and practical due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners, evaluating the modern slavery and human trafficking risks of each new supplier and invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.

Our recruitment procedures ensure that all prospective employees are legally entitled to work in the UK. All successful applicants must produce, on their first day, one of the following: their original passport, driving license or birth certificate. Additionally, to comply with the Asylum and Immigration Act 1996 requirements, if they are from a non-European Economic Area (EEA) country, evidence of a right to reside and work in the UK must be produced.

Performance indicators

The Company uses the following key performance indicators (KPIs) to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains including requiring all relevant staff to have completed annual training on modern slavery and the use of labour

monitoring and payroll systems.

This Modern Slavery and Human Trafficking Statement will be reviewed annually and updated as necessary. The Board of Directors endorses this policy statement and is fully committed to its implementation.

Remediation Processes

If you have any concerns about the issues raised in this statement or if you think you have identified signs of Modern Slavery then please contact us on the below contacts:

Team 8 Digital's Whistleblowing Officer:

david.williamson@team8digital.uk or by telephone on: 07999 903862.

The Government's Modern Slavery Helpline on 0800 0121 700.

We encourage any individual who has concerns about unethical behaviour in any part of our business or operations to speak up and to do so without fear of retaliation. We will review all instances of non-compliance, on a case-by-case basis and will implement appropriate remedial action.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: *Paul Williamson*

Position: *DIRECTOR*

Date: *02/11/18*

Signature: *Paul Williamson*