

**Air IT**<sup>®</sup>

# Modern Slavery & Human Trafficking Statement



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# Modern Slavery and Human Trafficking Statement

## Business Overview

Air IT is a Managed Service Provider that delivers IT support, communications, business continuity and cloud solutions alongside specialist divisions in managed cyber security and business intelligence.

Air IT is focussed on meeting the needs and supporting the growth of SMEs in the UK, across a variety of sectors. With more than 500 employees, Air IT operates across 9 UK offices, delivering a local personal service to over 2,300 clients.

With a tenth office in Kuala Lumpur and staff located remotely across the world, Air IT specialise in providing 24/7 support to clients who require always on, round-the-clock availability.

Highly accredited and award-winning, Air IT is the only SME-focused business to hold the coveted 4-star Service Desk Institute certification and is independently ranked as one of the top and most progressive Managed Service Providers worldwide.

Air IT are committed to acting responsibly, ethically and with integrity in all aspects of our business and expect the same commitment from our employees, suppliers and business partners.

## Our Approach to Modern Slavery

Modern slavery is defined by the UK Government as the recruitment, movement, harbouring or receiving of children, women or men through the use of force, coercion, abuse of vulnerability, deception or other means for the purpose of exploitation. Furthermore, Modern Slavery refers to the exploitation and the deprivation of freedom of individuals for personal or commercial gain, encompassing various forms including forced labour, debt bondage and human trafficking. Modern Slavery is a crime under the Modern Slavery Act 2015 and represents a grave violation of human rights.

Air IT aim to actively prevent and address any potential risks of modern slavery and human trafficking in our operations and supply chains. We are therefore committed to maintaining a work environment and supply chain that is free from any form of modern slavery and will continue to work diligently to prevent and address any potential risks associated with modern slavery and human trafficking in our operations and supply chains.

## Supplier Due Diligence

Air IT take a lot of care over the suppliers we work with because we know our clients rely on us as their trusted technology partner. We have therefore formed significant partnerships with suppliers and service partners that share our values and commitment to acting responsibly and ethically.

We undertake thorough supplier due diligence when engaging with suppliers to ensure that they share our values and adhere to our standards. During our supplier due diligence process, we carefully evaluate suppliers and their commitment to complying with the Modern Slavery Act, along with other relevant laws and regulations.

**Risk Management** Air IT are committed to regularly assessing the risk of Modern Slavery and Human Trafficking within our operations and supply chain. Following our risk assessment, Modern Slavery and Human Trafficking risks

are assessed as low given the nature of our industry leading supplier base and the sectors and geographical locations that they operate in. To further reduce the risk of Modern Slavery and Trafficking we have implemented robust policies, procedures and supplier due diligence processes.

### **Employee Awareness and Training**

Air IT are committed to raising awareness of modern slavery and provide training to those employees whom we deem require the same. Those who are provided with training is reviewed regularly to ensure we are fulfilling our commitment to raise awareness around modern slavery. All those who have been trained are required to have refresher training annually.

We encourage employees to report any suspicions or incidents of modern slavery and offer both direct and anonymous reporting routes. We investigate all reports promptly and take appropriate action in response.

### **Continual Improvement**

Air IT understand that addressing modern slavery requires an ongoing commitment, and we are dedicated to continuously improving our practices and procedures to prevent and address any risks associated with modern slavery and human trafficking. We regularly review and update our policies and procedures to ensure that they remain effective in combatting the evolving challenges of modern slavery.

This statement is made under section 54(1) of the Modern Slavery Act 2015 and constitutes Air IT's modern slavery and human trafficking statement for the financial year ending 31 December 2022. This statement was reviewed and approved by the Executive management team on 29 August 2023.



James Steventon  
Chief Executive Officer