

Modern Slavery and Anti Human trafficking annual statement for Compator Ltd.

Modern Slavery Statement

Annual Anti-Slavery and Human Trafficking Statement – 2024
Pursuant to the Modern Slavery Act 2015

Overview

This is our first annual statement to outline the steps we are taking as an organisation to ensure that slavery and human trafficking is not taking place in our business or the supply chains which serve it. This statement gives details of our planned actions for our current financial year ending 31 March 2025.

We are a software company set up to improve health outcomes in the global south by using modern software with sustainable hardware to share digital access and literacy to those who need it most. We care for the welfare of our colleagues, customers and all those who work in our supply chain providing goods or services.

At the heart of our commitment is our work with the United Nations and we incorporate the Ten Principles of the UN Global Compact in our policies and strategies.

<https://unglobalcompact.org/what-is-gc/mission/principles>

Our Business

Our company is registered in the UK and our business comprises a head office in the UK and we are developing satellite offices in France and Boston USA. We are governed and regulated by UK law. We take pride in complying with both the letter and the spirit of UK employment law and best practice and seek to encourage healthy working relationships and a culture of openness throughout our business. This approach is backed up by relevant policies, including our whistle-blowing policy.

Our Supply Chain

Our supply chain is nascent and this gives us the opportunity to vet all our suppliers before we enter into contract with them. We will make sure our suppliers are aware of our supplier code of conduct and we will require new suppliers to sign up to our documents or we will sign theirs if they are robust and fit for purpose.

What Actions are we taking?

1. Training.

All staff will undergo e-training on modern slavery and human trafficking risks provided by a UK accredited supplier. This will form part of the company on-boarding training.

2. Mapping our supply chain.

C-suite staff have been fully briefed and are aware of the risks of modern slavery. This enables them to assess and manage any risks as the supply chain grows.

3. Our Modern Slavery Policy.

Our policy is a zero-tolerance approach to Modern Slavery. It is vital that all our business relationships are conducted ethically, with integrity and transparency. We are committed to implementing and enforcing effective systems and controls to ensure that Modern Slavery and Human Trafficking are not taking place anywhere within our business or its supply chains.

4. Supplier code of conduct.

We are developing our supplier code of conduct or responsible resourcing policy. This will be reviewed at our February 2025 board meeting. We shall expect our suppliers of services or goods to accept our code of conduct or be able to demonstrate equally robust policies and procedures in their own business.

5. Our own employment practices.

We apply robust recruitment processes and we have up to date policies and procedures in place for all our colleagues which we are committed to promoting and implementing in a fair manner throughout our business. We check that all those we employ have the correct documentation to demonstrate they are legally entitled to work in the UK. All our staff will be paid above the minimum wage and have reached school leaving age.

Last reviewed: 04/10/2024

Approved by the board of directors: 04/12/2024