



ITARMI MODERN SLAVERY STATEMENT

January 2021

Slavery is illegal everywhere in the world, yet modern slavery is estimated to impact more than 40 million people across the globe, with approximately 1 in 4 victims being children.

Modern slavery refers to human trafficking, slavery, servitude and forced or compulsory labour. We are committed to playing our role in eliminating all forms of modern slavery.

ITARMI is a purpose-led and ethically-minded organisation. We seek to produce better outcomes for our investors, customers, partners, our employees and independent IT engineers alike. In pursuing our mission, we always endeavour to treat people fairly and to act responsibly towards all sections of society. As part of this ethos, we seek to ensure that modern slavery does not form any part of our supply chain or business partnerships.

Allied with our approach to modern slavery, the following values and objectives are very important to us:

Ethical business conduct – this is represented by our values which are both written and lived out within our organisation by our employees. Ethical conduct is what we expect of other companies but also how we expect independent engineers to behave. This includes our zero tolerance policy on all forms of corruption, robust handling of any possible discrimination, harassment or bullying, and upholding human rights and the ability of individuals to “speak up”.

Supplier standards – setting standards for our suppliers to work to. This includes international labour standards and ethical trading.

Health and safety – the H&S standards and working conditions that we expect of our customers (including providing a safe place of work) and independent engineers (including H&S knowledge testing as part of our onboarding vetting processes).

Diversity and inclusion – D&I is a core value of our business. We also ask our suppliers, customers and partners to recognise its importance.

Disciplinary – we take misconduct very seriously and we make the consequences of misconduct very clear to our employees. We also expect our suppliers, customers and partners to act appropriately whenever there is possible misconduct with their organisations.

Anti-financial crime – criminal financial activities can be linked with modern slavery. We ask our employees and our suppliers, customers and partners to be vigilant in guarding against and reporting unusual activity or payments.

Whistleblowing – we have defined processes that allow our employees to speak up in a confidential and respectful manner. We want our suppliers, customers and partners to adopt safe and managed processes that allow all stakeholders in their organisations to speak up.

Our approach to modern slavery and related risks will continue to evolve and we will continue to review the ways in which we mitigate these risks.