

# MODERN SLAVERY AND HUMAN TRAFFRICKING STATEMENT

**DOCUMENT REF:** HR-P-MSHT ISSUE LEVEL: 02

### INTRODUCTION

The Modern Slavery Act 2015 (the "Act") places specific responsibilities on organisations to ensure slavery and human trafficking does not exist within their supply chains, and in any part of their own businesses. Organisations need to demonstrate accountability through transparency to protect workers, adults and children from abuse and exploitation.

BLK BOX is committed to improving practices to prevent slavery and human trafficking. WE expect suppliers, partners and third parties to adhere to the same values and principles to combat slavery and human trafficking. Our commitment is to ensure that those organisations that we contract with to receive goods and services are aware of our policies in order to comply with the Modern Slavery Act. This commitment is evident through our company policies, which aim to uphold the highest ethical and professional standards.

This statement is made pursuant to section 54(1) of the Act and constitutes BLK BOX's slavery and human trafficking statement.

## **OUR STRUCTURE AND OUR SUPPLY CHAINS**

BLK BOX is a Fitness Equipment Manufacturer and Apparel Brand with responsibility for a wide range of services including Sourcing, Manufacturing and Installation of Fitness Equipment within Consumer and Commercial Market.

Our suppliers are based globally but majority our in Asia and contractors are predominantly based in the UK. BLK BOX has a responsibility to prevent slavery and human trafficking within its supply chain and in any part of the organisation. We make clear to our suppliers, and those wishing to do business with us, what is expected of them.

### **OUR COMMITMENT TO THE PRINCIPLES OF THE MODERN SLAVERY ACT 2015**

BLK BOX is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities' employer, we are committed to creating and ensuring a nondiscriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.



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We do not enter business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

# POLICIES RELATING TO SLAVERY AND HUMAN TRAFFICKING

Our Anti-slavery policy is included in our Employee Handbook together with all other company policies and procedures. This is stored on our HRIS and all employees of BLK BOX must read and sign this document when the commence their employment and when any changes are made to it. It reflects our commitment implementing and enforcing effective procedures and controls to minimise the risks of human trafficking and other modern slavery practices infiltrating our business operations and acting ethically and with integrity in all our business activities and relationships.

# **Equality and Diversity**

We are committed to Equality and Diversity and actively seek to eradicate discrimination and inequality when developing services and when goods and or services are provided on our behalf.

We are an Equal Opportunities employer and welcome applications from all sections of the community. We appoint strictly on the merit principle and our recruitment processes require the completion of relevant pre-employment checks which include eligibility to work in the UK. We ensure all employees are paid fairly and equitably.

### Raising Concerns

We encourage workers to raise any concerns that they may have and there are established arrangements in place for handling these.

#### **DUE DILIGENCE PROCESSES**

BLK BOX reinforces its commitment to prevent slavery or human trafficking from taking place within our business or supply chain through the following actions:

- 1. Incorporates affirmations against human trafficking, forced labour, and child labour, similar and consistent with this Statement, into our Employee Handbook.
- 2. Complies with all local and international labour laws where we do business and operate, often going above and beyond their requirements.
- Performs due diligence on its existing business partners, as with future potential business partners to ensure suppliers share our approach to human rights and working conditions.



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 Expects a safe and healthy work environment. We expect our suppliers to comply with all applicable safety and health laws and regulations in the countries in which they operate.

# KEY PERFORMANCE INDICATORS TO MEASURE EFFECTIVENESS OF STEPS BEING TAKEN

We will communicate this policy to our staff to make them aware of the issue and BLK BOX Responsibilities.

The Northern Ireland Department of Justice is expected, at some point, to announce guidance on the new duty to report incidences of modern slavery. This may require further training and guidance being issued to staff.

### **ACKNOWLEDGMENT**

This statement has been approved by Gregory Bradley, Managing Director for the financial year ending 31 December 2022.

Signature: 6 Bradley Date: 04/01/22

Issue	Amendment History	Name of Author	Date
01	Reviewed and approved for 2021	Conor Walker	04/01/2021
02	Reviewed and approved for 2022	Conor Walker	04/01/2022

Author: (Name)	Author: (Signature)	Approver: (Name)	Approver: (Signature)	Date:
Conor Walker (Talent Manager)	Cuell	Greg Bradley (Managing Director)	6 Bradley	04/01/2022