

Modern Slavery Act 2015 and Transparency in Supply Chains Act 2010 Statement

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Overview

This statement, made pursuant to section 54(1) of the Modern Slavery Act 2015, sets out the approach taken by ChilledWeb to ensure that slavery, servitude, forced labour and/or human trafficking (together Modern Slavery) does not exist in our supply chains.

Our Business Values

ChilledWeb Limited is a provider of IT Services.

Our registered address is 17 Newall Road, Melksham, Wiltshire. SN12 6XH.

We provide eLearning, eCommerce, Website Development, Mobile App Development, Consultancy and Training. Our services are supported by Amazon Web Services full stack development environments and data centres.

We have an overarching principle of communication and excellent client relationships.

ChilledWeb supports the Government's objective to eradicate modern slavery and human trafficking. Accordingly, we have a zero-tolerance approach to modern slavery and are committed to ensuring there is transparency in our approach to tackling modern slavery throughout our supply chains. Our Directors annually review a series of measures put in place to prevent any involvement in modern slavery in both our business and supply chains. We expect the same high standards from our contractors, suppliers and all other business partners.

Our Supply Chains

We buy a wide range of goods and services, from IT equipment, and consumables, through to cloud services in the provision of services to our customers.

A large proportion of our purchasing is from Amazon Web Services a link to their Modern Slavery Statement is here:

<https://sustainability.aboutamazon.com/modern-slavery-statement.pdf>

Our significant procurements are supported by our procurement team. Modern slavery checks are a standard part of the supplier questionnaire process.

Modern Slavery Oversight Measures

In addition to producing an annual modern slavery statement ChilledWeb is committed to:

- ensuring that slavery and human trafficking is considered and addressed in our approach to corporate social responsibility
- ensuring that any concerns about slavery or human trafficking can be raised through our whistleblowing procedure
- carrying out regular audits to ensure that all our employees are paid at least the National Minimum Wage and have the right to work in the UK
- ensuring that all commercial agreements include an obligation on our suppliers to operate in accordance with the Modern Slavery Act 2015, and to ensure that any of their suppliers and sub-contractors also operate in accordance with the Act
- appointing a named individual to oversee the compliance with the Modern Slavery Act 2015
- identifying and addressing any areas of high risk in our supply chain.

Training

We have developed a training package in relation modern slavery obligations and the Modern Slavery Act which is undertaken by all staff. This training ensures all our employees are aware of their obligations regarding reporting obligations and the identification of risks in relation to modern slavery.

ChilledWeb has a Modern Slavery and Human Trafficking Policy, which is reviewed by a Director at least every three years. The next renewal of this policy is due in 2026.

Raising Concerns

We are committed to dealing with any concerns raised in an open and honest manner, empowering and protecting those who do so. Our staff can report concerns through a variety of channels including:

- to their line manager;
- to a Director;

Modern slavery and the mechanisms by which concerns can be raised will be highlighted to all teams via regular internal communications.

Our Effectiveness In Combating Slavery and Human Trafficking

ChilledWeb reviews its Modern Slavery and Human Trafficking Statement every year. This statement is presented to the Directors who approve and support this statement demonstrating commitment, ensuring visibility, and encouraging reporting standards.

This statement is approved by the Directors.