



EMRISE

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Modern Slavery & Human Trafficking Statement

Our Commitment

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Emrise Ltd.'s Modern Slavery & Human Trafficking Statement.

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business.

Our workplace policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Objectives

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

This document details how Emrise Ltd aims to prevent the opportunities for modern slavery within our own organisation and that of our supply chain.

Key Contacts

The responsibility for the prevention of modern slavery and for ensuring the policy and its implementation complies with our legal and ethical obligations, rests with the HR Assistant and Founder. Line managers are responsible for the implementation of this policy and for ensuring those who report to them understand and comply with this policy. This statement and supporting policies can be accessed by all employees at Emrise Ltd on our HR service, My HR Tool Kit, and on our company SharePoint.

Organisation and Structure

We are one of the UK's leading e-commerce integration and digital marketing specialists. We provide a range of services that span the areas of:

- SEO
- PPC
- Web Design
- e-commerce integration

The Internet provides a seemingly inexhaustible source of commercial opportunity and we help businesses of all shapes and sizes turn those opportunities to their advantage.

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Relevant Policies

We operate the following policies and practices that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- **Whistleblowing policy** - Emrise Ltd is committed to the highest standards of transparency and accountability through working in an ethical and principled way. We encourage all of our employees, customers and other business partners to report any concerns about any aspect of our work and that of our supply chain. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easier for employees to make disclosures, without fear of retaliation.
- **Fair Recruitment Policy** – Emrise Ltd only uses approved, reputable employment agencies to source temporary or agency workers and always verifies the practices of any new agency prior to accepting workers from that agency
- **HR Policies** - We have zero tolerance of any threat of physical or sexual violence, harassment or intimidation against employees and their family. Our policies are clearly defined and communicated to all employees. All our employees are treated fairly and equally, and are paid at least the national minimum wage. 'Employees are expected to undertake working hours required to effectively do their job. Our working days are flexible to accommodate this, but the number of hours that we expect a full time employee to undertake is 40 per week.' Our employees won't be forced to work in excess of the number of hours permitted in law, and normal working hours won't exceed 48 hours per week average unless the employee agrees.
- **Supplier Code of Conduct** – Emrise Ltd is committed to conducting purchasing activities in a fair, objective and transparent manner that satisfies the requirements of accountability and internal controls including but not limited to 'Quality Management', 'Environmental', 'Ethical Code of practice', 'Anti-Bribery' and 'Modern slavery and Human Trafficking' policies which fulfil legal and financial obligations and effectively manages commercial risk. Emphasis is placed on selecting diverse suppliers and service providers that demonstrate recognisable environmental, sustainable, business integrity along with Corporate Social Responsible (CSR) standards including but not limited to compliance with laws and regulations, respect for human rights, labour working conditions, equal opportunities, health and safety accreditation, maintenance and promotion of information security, fair trade and acceptable corporate ethics. We are committed to providing opportunities to diverse suppliers that satisfy our procurement and contractual standards.
- **Employee Dignity at Work** – This policy sets out how we are committed to providing a working environment in which employees are able to realise their full potential and to contribute to its business success, irrespective of their racial origin, sex, age, disability, marital status, religious beliefs, responsibility for dependants, sexual orientation part time working or trade union activities. This is a key employment value to which all employees are expected to give their full support. In order to create conditions in which this goal can be realised, Emrise is committed to identifying and eliminating unlawful discriminatory practices, procedures and attitudes throughout the company. Emrise expects all employees to support this commitment and to assist in its realisation in all possible ways.



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Due Diligence Processes for Slavery and Human Trafficking

We undertake due diligence when considering taking on new suppliers, and review our existing suppliers on a periodic basis. Our due diligence and reviews include:

- Mapping the supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking
- Evaluating the modern slavery and human trafficking risks of each new supplier
- Conducting supplier audits or assessments which have a greater degree of focus on slavery and human trafficking where general risks are identified
- Invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct, including the termination of the business relationship.

Training

As well as training employees, the organisation has raised awareness of modern slavery issues by circulating information to all employees.

- The basic principles of the Modern Slavery Act 2015
- How employers can identify and prevent slavery and human trafficking
- What employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the organisation.

Date Created: June 2025

Last Review: June 2025

Next Review: June 2026

Person Responsible for review: HR & Operations Manager

This Policy has been agreed by: Amad Tababa, Founder