



MONTANASGROUP

Anti-Slavery Policy

NETWORK 
WAREHOUSE

Anti-Slavery policy statement of Montanas Group Limited, registered in England & Wales 12355234

Introduction

The policy sets down Montanas Group Limited commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of Montanas Group Limited which are as follows: The supply of IT services, IT hardware and IT software.

The Company currently operates in the following countries:

United Kingdom.

Responsibility for the Company's anti-slavery initiatives is as follows:

- 1.1 Policies: The Managing Director is responsible for creating and reviewing policies. The process by which policies are developed is formed by looking at worldwide best practices and adapting them as per the needs of the company.
- 1.2 Due diligence: The Director team is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all staff to attend the company initiation talks upon joining Innova. This includes details on our anti-slavery approach.

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- 2.1 Whistleblowing policy - the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
- 2.2 Corporate Social Responsibility (CSR) Policy - The Company's CSR policy summarises how we work responsibly with suppliers and local communities.



Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes is aimed at ensuring Innova continue total compliance with anti-slavery laws.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary bt the Innova Directors.

The Directors team endorses this policy statement and is fully committed to its implementation.