

Modern slavery policy

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Modern Slavery Policy

Impro 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, Babble is committed to creating and ensuring a non-discriminatory and respectful working environment for its employees.

Definitions

We consider that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

Commitment

Impro acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the **Modern Slavery Act 2015**.

The Company does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Company in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Company strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation.

Our supply chains

In general, the Company considers its exposure to slavery and human trafficking to be relatively limited. Nonetheless, it has taken steps so far as possible, to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

The Company carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Company has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section **54(4) of the Modern Slavery Act 2015**, the Company has taken the following steps to ensure that modern slavery is not taking place:

- - Collation of Modern Slavery Statements of suppliers where available;

- A review of supplier contracts to include termination powers if the supplier is, or is suspected, to be involved in modern slavery;
- Measures in place to identify and assess the potential risks in its supply chains;
- Undertaking impact assessments of its services upon potential instances of slavery
- Embed a zero-tolerance policy towards modern slavery within the Company.

John Mortimer
Director