

Modern Slavery Statement

POL0011: Modern Slavery Policy



Document Control

Documentation Name	POL0011: Modern Slavery Policy
Date Created	23/05/2023
Document Author/s	Laura Rogers
Approved By	Danny Masters

Version Control

Version No.	Version Date	Comments/Amendments
1.0	23/05/2023	Published to distribution list
2.0	09/02/2024	Content review
3.0	18/03/2025	Updated to new company branding

Authorised Distribution List

Name	Role	Email
All LIMA employees		everybody@lima.co.uk

Contents

Modern Slavery Statement	1
1.1 Introduction	1
1.2 Organisational structure and supply chains	1
1.3 Relevant policies	1
1.4 Accreditations and Certifications.....	1
1.5 Our approach to reducing modern slavery	2
1.6 Performance indicators.....	2
Declaration	2

Modern Slavery Statement

1.1 Introduction

Modern slavery is an umbrella term used to describe a collection of offences and slavery-like practices, where an individual is exploited for another individual's personal or commercial gain. This includes forced labour, where a person cannot leave or refuse to work because of threats, violence, deception and/or abuse of power.

This statement sets out LIMA Networks Limited's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 1 January 2024 to 31 December 2024.

1.2 Organisational structure and supply chains

This statement covers the activities of LIMA Networks Limited. From infrastructure and cloud solutions to cyber security, managed services and beyond, LIMA's partnership-based working style enables businesses to achieve their most ambitious goals and deliver long-term value. In over 25 years, it's made us a trusted provider to UK organisations across the public and private sectors.

Though technology allows our customers to achieve more every day, it's our people who help to design, deliver and manage it. To attract and retain the right talent and reward loyalty and commitment we offer a great set of benefits and support. We foster passionate and ambitious people, through personal development plans, training programmes and mentoring.

We are based in Salford Quays, Manchester where our team of circa 65 employees are based.

1.3 Relevant policies

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

- Whistleblowing Policy
- Health and Safety Policy
- Equality and Diversity Policy
- Business Ethics Policy

1.4 Accreditations and Certifications

LIMA Networks Limited hold the following externally verified accreditations and certifications:

- ISO9001 – Quality Management
- ISO14001 – Environmental Management

- ISO45001 – Occupational Health and Safety
- ISO27001 – Information Security Management
- Living Wage Foundation Accreditation
- Investors in People Silver Status

1.5 Our approach to reducing modern slavery

We undertake due diligence when considering taking on new suppliers, and regularly review our existing suppliers. Our due diligence and reviews include ensuring our suppliers have a Modern Slavery Statement in place and can demonstrate their commitment to human rights.

We treat our employees in a fair, consistent and lawful manner, providing a safe working environment. To reduce any risk of modern slavery in our employment team we ensure all employees have evidence of their Right to Work in the UK and contracts of employment outlining all terms and conditions of their engagement.

1.6 Performance indicators

We have reviewed our key performance indicators (KPIs). As a result, we:

- Require all staff to have completed training on modern slavery
- Ensure all Tier 1 suppliers complete modern slavery risk assessments, with plans to extend to Tier 2+.

Declaration

This statement has been approved by the Board of Directors. A new statement will be published each financial year on our website.