



# Modern Slavery Statement 2022

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## Table of Contents

1 Introduction.....	3
2 Purpose .....	3
3 What is Modern Slavery?.....	3
4 Our organisation structure and supply chains.....	5
5 Our policies in relation to slavery and human trafficking.....	5
6 Due diligence processes, risk assessment and management .....	6
7 Key performance indicators to measure effectiveness of steps being taken.....	6
8 Training on modern slavery and trafficking.....	6
9 Review and approval.....	7

## 1 Introduction

Lineal Software Solutions Ltd (Lineal) is committed to high ethical standards and has taken steps to ensure that neither slavery in any form nor human trafficking is taking place in our supply chains or in any part of our business. We have a zero tolerance approach to modern slavery, and support the UK Government's objectives to eradicate modern slavery and human trafficking.

In accordance with [Section 54, Part 6 of the Modern Slavery Act 2015](#) (the Act), this statement sets out the steps that Lineal has taken to ensure that neither slavery nor human trafficking are taking place in our supply chains or in any part of our business. This statement is in respect of Lineal's financial year ended 31 March 2021. It was approved by the Board of Directors on 14<sup>th</sup> October 2022.

This is our first modern slavery statement. Over the next year, we will provide awareness training to all our staff on the Modern Slavery Act 2015 and make suitable resources available to enable them to take appropriate action if they suspect slavery or human trafficking is apparent. We are committed to continuous improvement and being an example of best practice in our industry.

## 2 Purpose

The Act requires commercial organisations supplying goods or services with a turnover of more than £36 million to prepare and publish an annual 'Slavery and human trafficking statement'. The statement must set out the steps an organisation has taken, if any, during its financial year to ensure that slavery or human trafficking is not taking place in its business or supply chain.

While Lineal is not required to prepare and publish a statement as defined in the Act, we have voluntarily chosen to do so.

## 3 What is Modern Slavery?

Modern Slavery is an umbrella term covering various forms of severe exploitation of people for personal or commercial gain. Modern Slavery is used to encapsulate offences in the Modern Slavery Act 2015: slavery, servitude and forced or compulsory labour; and human trafficking. It is a serious and organised crime that destroys communities and causes significant harm to victims. It is the illegal exploitation of people for personal or commercial gain, and involves people being coerced and forced into providing a service to others.

According to figures published by the UN's International Labour Organisation ([ILO](#)) and the Walk Free Foundation, an estimated 40.3 million people are living in some form of modern slavery. However, a recent [UN report](#) suggests that this number could be as high as 50 million people. Women and girls make up 71% of modern slavery victims, and one in four victims are children. Modern slavery is a global problem that affects every country and region.

Estimates suggest that there were over 40 million people living in slavery across the world in 2016, many of whom were working to produce the goods and services which we buy and sell every day. The Home Office estimated that there were 10,000-13,000 potential victims in the UK alone in 2013. It is a crime that affects men, women and children across the world. Sadly, vulnerable people from overseas as well as across the UK, are forced to work illegally against their will across many different sectors from agriculture, construction, hospitality, retail, manufacturing, and more.

Modern slavery has complex and multiple causes that vary depending on the context and the type of exploitation. Some of the common underlying causes include:

**Poverty** and lack of economic opportunities that make people vulnerable to exploitation by traffickers and employers who offer false promises of jobs and income.

**Conflict** and crisis that disrupt social order, displace people from their homes, and expose them to violence and human rights violations.

**Cultural** perspectives and norms that justify discrimination, oppression, and abuse of certain groups of people based on their gender, ethnicity, religion, caste, or status.

**Lack of protective safeguards and legislation** that prevent, detect, and punish modern slavery crimes and protect the rights of victims.

**Demand** for cheap labour and goods that drives the exploitation of workers in various sectors such as agriculture, construction, domestic work, manufacturing, mining, fishing, etc.

## 4 Our organisation structure and supply chains

Lineal is a private limited company, incorporated in England and Wales. Lineal is a IT and Communications managed services provider and software developer, providing services, hardware and software to customers across the UK and the rest of the world. Lineal does not have any subsidiary trading companies nor any related parent company. Our organisation uses experienced and qualified people employed directly by us in the UK. Our company policies ensure fair treatment of our team. Our external suppliers are predominantly UK and US-based companies, typically in low risk sectors, most of whom are also governed by the Act and/or other comparable legislation in their own territories.

## 5 Our policies in relation to slavery and human trafficking

Lineal has zero tolerance for violations to the Modern Slavery Act in the UK and any similar anti-human trafficking and anti-modern slavery laws around the rest of the world. If we identify breaches of the legislation within our supply chain, we will look to support companies in their efforts to comply with the legislation and hold companies to account. We do not enter into business with any organisation which knowingly supports, or is found to be involved in slavery, servitude or forced or compulsory labour.

At Lineal, we seek to treat everyone fairly and consistently, creating a workplace and business environment that is open, transparent and trusted. We are committed to creating and ensuring a non-discriminatory and respectful working environment for our team. Our policies and procedures relating to the Modern Slavery Act are published for our staff to refer to at any time.

In an effort to reduce the risk presented by modern slavery in our supply chain we have:

- Published the Lineal Modern Slavery Policy for staff, which educates and informs our staff about the legislation and includes a process for raising concerns internally
- Completed the Modern Slavery Assessment Tool provided by the UK Government Cabinet Office to provide further transparency for our public sector customers
- Created a process for handling complaints raised by anyone external to Lineal
- Additional policies that protect our staff from unfair treatment and promote a fair and inclusive workplace. This includes a whistleblowing policy

- Robust recruitment processes in line with relevant employment laws, combined with a “safer recruitment” process for key roles
- Routine salary benchmarking takes place at least annually
- Wellbeing strategy and initiatives to support our people’s physical and mental wellbeing and lifestyle choice
- A procedure for how we select, evaluate and deal with suppliers

## 6 Due diligence processes, risk assessment and management

Lineal’s policies and procedures encourage the regular review of suppliers as part of our approved supplier list to ensure each supplier on the list is conforming to our requirements and meeting the standards we expect. While there are risks associated with the manufacture of electronic equipment, we are satisfied that our immediate suppliers and key vendors have taken steps to mitigate this upstream risk and, in many cases, have their own published Modern Slavery guidance.

As part of our procurement processes, we encourage all of our suppliers to comply with the requirements of the Modern Slavery Act.

## 7 Key performance indicators to measure effectiveness of steps being taken

We maintain a log of complaints received and, as part of our quality management system, document any corrective actions required. To the date of this statement, Lineal has had no identified instances of modern slavery and no concerns have been raised.

## 8 Training on modern slavery and trafficking

Lineal provides regular training to all our staff on ethical business conduct which includes modern slavery. We also highlight our published policies to help increase education and awareness among our team, and identify any risks so they can be addressed. These include:

- Lineal Code of Conduct
- Lineal Anti-bullying & Harassment Policy
- Lineal Disclosure of Malpractice in the Workplace Policy (Whistleblowing Policy)
- Lineal Equal Opportunities Policy

- Lineal Safeguarding Policy

If you would like further information about Lineal's approach to tackling modern slavery, please contact us via our website at [www.lineal.co.uk](http://www.lineal.co.uk).

## 9 Review and approval

Lineal takes responsibility for this Statement and its related objectives and will review and update it in accordance with The Act.

Updated 14<sup>th</sup> October 2022

Approved on this date by Matt Norris, Director