



Northamber PLC – Modern Slavery Statement 2023

Northamber is the longest established trade-only distributor of IT, Document Management and AV Solutions and equipment in the UK. Since 1980, Northamber has been widely recognised as the largest UK owned trade-only distributor within the industry.

Northamber fully supports the aims of the Modern Slavery Act 2015 and is committed to complying with applicable anti-slavery and human trafficking laws both within our Supply Chain and our own staffing policies.

Our Supply Chains

Northamber assesses its supply chain to help prevent and assess modern slavery risks. Northamber's own supplier contracts are updated to include the relevant clauses confirming the supplier's compliance with anti-slavery and human trafficking laws. Where suppliers' contracts are in place, Northamber requests and expects suppliers to adhere to all applicable laws and guidelines relating to Slavery and Trafficking.

Our Policies and Procedures on Slavery and Human Trafficking

Northamber addresses the risks of slavery and human trafficking violations in its own business, with both suppliers and employees. Employees are screened to ensure employment eligibility and we follow all applicable wage and labour laws, including minimum wage, overtime and maximum hour rules.

Suppliers are asked to confirm that they comply with and follow the Modern Slavery Act 2015 and other applicable laws and guidelines in place in any countries that they operate in.

As part of an induction process employees are made aware of the Company's Policy and other policies relating to standards of behaviour that it requires from them. Each employee must confirm that they have understood the Policy. Employees are encouraged to be diligent and to speak up to management, should they have any suspicions or concerns.

Employees are encouraged to report any concerns relating to Slavery and Trafficking to their manager or anyone in the management team, with regard to their interactions with suppliers, partners and customers.

Reports are reviewed by the Northamber Operations board and any appropriate actions taken.

Due Diligence, Risk Assessment and Management

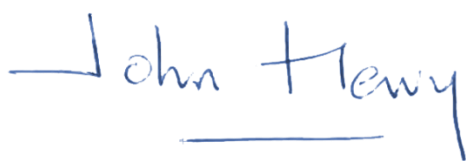
Responsibility for our effectiveness in combating Slavery and Human Trafficking and our compliance with the Modern Slavery Act 2015 lies with the Directors of Northamber PLC. This forms part of the regular Operations Board process to ensure that on an ongoing basis, risks can be identified, concerns can be addressed and our procedures and policies reviewed and updated as required, on an ongoing basis.

KPIs and Effectiveness

In addition to the ongoing review of processes, procedures and potential issues and risks, the Directors of Northamber annually review the overall approach to Modern Slavery Act 2015 and the specific actions regarding employees and the supply chain. This ensures that compliance is maintained and effectiveness is addressed on an ongoing basis. A revised version of our Statement will be published each year.

Northamber's Modern Slavery Statement has been duly approved and adopted by the Board of Directors of Northamber for the 2023 statement year. The board have delegated authority for signing this statement to John Henry, Operations Director, on their behalf.

Signed by,

A handwritten signature in blue ink that reads "John Henry". The signature is written in a cursive style and is positioned above a horizontal line.

John Henry, Operations Director

Northamber plc
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Date: 30th November 2023