

**Bechtle Ltd.**

## **Modern Slavery Statement for Financial Year ended 2023**

Modern Slavery and Human trafficking are a crime and a gross violation of human rights. Modern Slavery can be in many forms including but not limited to: forced labour, child labour, exploitation, being sold or treated as a commodity and having restrictions on freedom of movement.

Bechtle have a zero tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our corporate activities, we are committed to acting ethically and with integrity in all our business dealings.

Bechtle are a leading provider to corporate and public sector organisations supplying software licensing, workplace technology, datacentre infrastructure, networking and security. We do not directly develop or manufacture products or software but can partner with third-party organisations for these requirements.

We work with hundreds of hardware and software suppliers and manufacturers to bring the best, most cutting edge hardware and software solutions to our customers. We have also teamed up with specialist service providers to complement our in house team.

At Bechtle, we recognise the importance of assessing and managing the risk of slavery and human trafficking within our business operations. We are committed to conducting due diligence on all aspects of our business and supply chains to identify and mitigate any such risks. Our approach includes regular risk assessments, employee training, and engagement with our suppliers to ensure they adhere to our high standards of ethical conduct. We have implemented policies and procedures that reflect our commitment to acting ethically and with integrity in all our business relationships.

Furthermore, we continuously monitor our practices to ensure compliance with the Modern Slavery Act and take corrective actions whenever necessary. We are dedicated to improving our practices to combat slavery and human trafficking and will update our statement as we make further progress in this critical area.

### **Codes and Policies.**

All new employees are subject to pre-employment checks to confirm their identity and right to work in the UK. Information is provided to employees on their statutory rights including sick pay, holiday pay and all other benefits that they may be entitled to.

We have a code of conduct that is mandatory to all individuals working for Bechtle. The code details the expectations Bechtle have for all employees, including commitment, integrity and trust across all areas of the business and supply chain.

Our Equality and Diversity Policy states that neither managers, associates nor any others acting on behalf of Bechtle will practice any form of unfair discrimination against each other, our customers or suppliers.

### **Action taken if modern slavery, human trafficking or child labor is suspected**

With regard to the question: If modern slavery, human trafficking or child labour is suspected within our supply chain, we would immediately suspend operations with the suspected party and escalate to highest point within the organisation. We would commission an independent investigation into the case and take appropriate action

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based on the outcome. If corroborated evidence was forthcoming, Bechtle would have no hesitation in completely removing the entity from our supply chain and making the relevant authorities aware. Simultaneously we would seek to mitigate any customer impact through proactive engagement with an alternative route of supply to minimise the impact of any such case.

**Continued Training and Further steps in 2024.**

- Suppliers who provide products/services for our own business use will be required to confirm support of the Supplier Code of Conduct.
- A questionnaire confirming support of the Modern Slavery Act 2015 will be completed by all new suppliers.
- Training will be given to all new employees on the Modern Slavery Act 2015.

JAMES NAPP  
MANAGING DIRECTOR  
For and on behalf of  
Bechtle Ltd

12<sup>th</sup> January 2024