

# MODERN SLAVERY STATEMENT

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## A) ORGANISATION

This statement applies to AVM Create Ltd (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year October 2021 – October 2022

## B) ORGANISATIONAL STRUCTURE

AVM Create Ltd works from one centralised office based in Vere Street, Unit 5, Cobden Centre, Salford M50 2PQ. The Organisation is controlled by the Managing Director and Founder Robert Reardon

The main activity carried out by the Organisation is providing audio visual equipment to events

The labour supplied to the Organisation in pursuance of its operation is carried out in generally within the UK

## C) DEFINITIONS

The Organisation considers 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.

## D) COMMITMENT

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation 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 Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking.

## E) SUPPLY CHAINS

In order to fulfil its activities, the Organisation's main supply chains include those related to audio visual equipment in the United Kingdom and Europe.

## F) POTENTIAL EXPOSURE

The Organisation considers its exposure to slavery/human trafficking to be relatively low. Nonetheless, it has taken steps 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.

## G) IMPACT OF COVID-19

During the reporting period covered by this statement, the COVID-19 pandemic had taken hold. For several months, the UK was placed into lockdown to stem the spread of COVID-19. This created several challenges for the Organisation as it did for others across the nation.

The Organisation's modern slavery risks were subject to the same monitoring procedures during the pandemic as at all other times.

#### **H) STEPS**

The Organisation 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 Organisation 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 Organisation has taken the following steps to ensure that modern slavery is not taking place:

- Consider potential risks in the supply chain
- Review supplier contracts / terms

#### **I) KEY PERFORMANCE INDICATORS**

The Organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains.

- No key indicators

#### **J) POLICIES**

The Organisation has the following policies which further define its stance on modern slavery:

- Employee Handbook.

#### **K) TRAINING**

The Organisation provides the following training to staff to effectively implement its stance on modern slavery:

- Induction Policy.

#### **L) SLAVERY COMPLIANCE OFFICER**

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

**Date of approval: 21<sup>st</sup> Oct 2021<sup>i</sup>**

**Signed.....** 

**Rob Rearden**

**Date: 31<sup>st</sup> Oct 2021**

