



**Immervox Ltd**

**Modern Slavery and Human  
Trafficking Statement**

**September 2025**



Immervox is fully committed to supporting the principles of the UK Modern Slavery Act 2015 and ensuring that slavery, servitude, forced labour, and human trafficking have no place in our business or supply chains. We take a zero-tolerance approach to modern slavery and are committed to acting ethically, with integrity and transparency in all of our business dealings.

### **Our Organisation**

Immervox provides IT and telecoms managed services across the UK. While our operations do not fall within high-risk sectors for modern slavery, we recognise our responsibility to maintain robust practices to prevent exploitation within our supply chains and partnerships.

## **Our Commitments**

- We only engage suppliers and partners who can demonstrate compliance with the Modern Slavery Act 2015 or equivalent standards.
- We require suppliers to confirm that they have policies and controls in place to prevent modern slavery and human trafficking.
- We include contractual clauses where relevant to ensure compliance with ethical labour standards.
- We provide clear escalation routes should any concerns about unethical practices be identified in our supply chain.

## **Due Diligence and Risk Management**

- Supplier assessments are carried out as part of our procurement process to ensure ethical practices are followed.
- Where suppliers operate in higher-risk industries or geographies, additional due diligence is undertaken.
- We monitor compliance and expect immediate corrective action from suppliers if issues are identified.

## **Training and Awareness**

- Our managers are trained to recognise and escalate potential risks of modern slavery.
- Awareness is raised internally so that employees understand our responsibilities and can report concerns confidentially.

## **Continuous Improvement**

Immervox reviews its policies annually to ensure ongoing compliance with legislation and evolving best practice. We are committed to continually strengthening our approach to ethical business and supply chain management.

## **Declaration:**

Immervox confirms that this statement represents our position on modern slavery and reflects the actions we take to prevent it within our business and supply chains.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

**Name:** COLIN NOBBS

**Position:** OPERATIONS DIRECTOR

**Date:** 23/09/2025

**Signature:** 

