

MODERN SLAVERY ACT STATEMENT 2021

Audio Light Systems has published this statement in accordance with the Modern Slavery Act 2015 ("the Act"). This sets out the steps taken by the Audio Light Systems during the current financial year. All references to Audio Light Systems should be construed as references to the Audio Light Systems.

In accordance with the Act, this statement is published on the homepage of Audio Light Systems website (www.audiolightsystems.com).

The Act defines 'modern slavery' as two offences: slavery, servitude, forced or compulsory labour; and human trafficking. Audio Light Systems fully supports the aims and objectives of the Act and is committed to tackling all such forms of modern slavery and human trafficking in its business and supply chains where it can.

Audio Light Systems is a provider of provider of integrated audio visual (AV) and lighting solutions to businesses including Universities, Churches, Museums, Schools and Theatres. Full details of Audio Light Systems business and structure can be found at www.audiolightsystems.com/about/

We have taken the following steps to identify and tackle modern slavery from our business and supply chain:

- Updated and reviewed staff training on modern slavery where necessary;
- Ensured that all HR policies are highlighted to all employees;
- Monitored the government's guidance in relation to tackling modern slavery and updated our processes as applicable.

Audio Light Systems is satisfied that there is a minimal risk of slavery and human trafficking taking place within the various parts of its business and the few supply chains on which it operates. We will continue to take steps to identify and assess potential risk areas and mitigate the risk of modern slavery and human trafficking and we expect all those in our supply chain and associated contractors to comply with our values.

Audio Light Systems operates a number of comprehensive workplace policies to ensure that all staff are assessed for their right to work and that wages and benefits comply with applicable and relevant government legislation. Our policies relevant to modern slavery include an Equal Opportunities Policy, Anti-Bribery and Corruption Policy and Whistleblowing Policy.

Audio Light Systems continues to review and develop its policies, procedures, systems and controls to ensure ethical and legal compliance.

This statement was approved by the Audio Light Systems board of directors. Review date Jan 2022

Signed



Trevor Cross, Director