

Modern Slavery Statement 2022

Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Pastel Solutions Ltd's (Pastel) slavery and human trafficking statement for the financial year ending 31st December 2022.

It reflects the approach taken by Pastel in ensuring there is transparency in the company's supply chains responsible procurement of new suppliers and takings steps to prevent modern slavery.

Our Structure

Pastel has an established office network covering Newcastle-under-Lyme and Cornwall.

Pastel is a technology solution provider, delivering innovative digital workplace and enterprise mobility solutions to known public and private businesses, large and small.

We offer innovative technologies in cloud, security, communications, infrastructure & hosting, managed services, managed IT support and connectivity.

Our Policies

As part of our ongoing commitment to combating modern slavery, we have reviewed and have updated, a number of our company-wide policies, including but not limited to:

Anti-Slavery and Human Trafficking Policy

Whistleblowing Policy

Anti-Bribery & Corruption Policy

Supplier Management Policy

Purchasing Policy

Employment and recruitment policies which comply with all UK law

Our whistleblowing policy includes a mechanism for reporting genuine suspicion of any criminal conduct or breach of a legal or professional obligation by anyone in the firm or the Group, or by a client or contractor, which includes instances of modern slavery.

Our Supplier Due Diligence Processes

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chain, all supplier reviews incorporate a review of the controls undertaken by the supplier to ensure compliance to the Modern Slavery Act 2015. Additionally, any proposed new supplier shall need to demonstrate their compliance before they can be considered for addition to the preferred supplier list (PSL).

Risk and Compliance

Pastel has taken steps to evaluate the nature and extent of its exposure to the risk of modern slavery occurring in its supply chain. We do not consider that Pastel operates in high-risk sectors or locations.

Pastel does not tolerate slavery and human trafficking within its supply chains and would immediately seek to terminate its relationship with a supplier where evidence of a failure to comply with Pastel's policies was discovered.

Measuring Effectiveness

We have taken the following steps:

established and assessed areas of potential risk in our businesses and supply chains;

monitored potential risk areas in our businesses and supply chains;

reduced the risk of slavery and human trafficking occurring in our businesses and supply chains; and

provided adequate protection for whistleblowers

Training for Colleagues

Our procurement process is communicated to all of our colleagues who have responsibility for supplier relationships. Our Purchasing Policy, which is regularly updated, incorporates our approach to forced labour, and this is made available to all colleagues.

Mark Thorndike

Managing Director, Pastel Solutions Ltd