



CISILION

Modern Slavery Act 2015

Modern Slavery Statement

Cisilion Limited

Last Amended: March 2019

Cisilion Modern Slavery Statement

INTRODUCTION FROM ROGER PAUL, CHAIRMAN OF CISILION LIMITED

Cisilion Limited recognise the importance of operating ethically and ensuring all stakeholders, partner, vendors and suppliers understand Cisilion's anti-modern slavery values. We are committed to improving our practices to combat slavery and human trafficking.

ORGANISATION'S STRUCTURE

Cisilion Limited are a global systems integrator in the Information Technology and Services sector. Our head office is in Surrey and we have secondary offices in London, New York and Hong Kong. We have 105 employees worldwide and operate in 75 countries globally.

OUR BUSINESS

Cisilion Limited is organised into a number of business units consisting of Sales, Pre-Sales, Technical Delivery, Service Centre, Project Management, Client Success, Finance, Human Resources, Marketing, Procurement, Maintenance, Operational Support Systems and Sales Support.

OUR SUPPLY CHAINS

Our supply chains include primarily major global manufacturers and distributors of IT infrastructure equipment and services.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk, we ensure that all suppliers complete our supplier due diligence questionnaire. By conducting and analysing the results from the questionnaires, we aim to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values, we have in place a supply chain compliance programme. This consists of an onboarding process for new suppliers and where appropriate we have review meetings with our suppliers and distributors. These suppliers and distributors have head offices in Europe or America. Effective March 2019 we will review the statements of our major supplier and distributors annually.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We understand that as a business, we have a crucial role to play in helping to eradicate modern slavery. We are continually reviewing our internal processes and supply chain processes to ensure we are remaining a responsible and ethical business.

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

1. Requiring all Cisilion Limited employees to complete Modern Slavery training as part of the induction process.
2. Reviewing our existing supply chains to ensure that our supply chains understand the relevance and importance of our Anti-Modern slavery value.
3. Audits conducted by an external third party.

Following a review of the effectiveness of the steps we have taken in financial year ending April 2019, to ensure that there is no slavery or human trafficking in our supply chains, we intend to take the following further steps to combat slavery and human trafficking:

1. We will ensure that all Cisilion Limited employees are aware of the contents of the Modern Slavery policy and will obtain written confirmation that they have read and understood the policy;
2. We will ensure that all Cisilion Limited potential suppliers complete the Due Diligence Questionnaire before conducting business with the Company;
3. We will ensure that our new learning management system enables us to conduct induction sessions relating to Modern Slavery;
4. We will ensure that our new learning management system enables us to conduct regular Modern Slavery training refresher sessions.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending April 2020.

Signed: 

Dated: 3rd April 2019

Roger Paul, Chairman

Cisilion Limited