



MODERN SLAVERY STATEMENT

We are committed to improving our practices to combat slavery and human trafficking – recognising that slavery and human trafficking is a real yet hidden issue in our society.

We will not tolerate slavery and human trafficking in our business or supply chain. We are committed to acting ethically and with integrity in all our business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure that any form of slavery is not taking place in our own business or supply chains.

Organisation's structure

Arch Communications is a small independent limited company providing a range of specialist communications and marketing services for client organisations across the public, private and third sectors.

In the course of our work, we regularly use independent specialists or agencies as sub-contractors to provide specialist support or products.

Relevant policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner:

- Recruitment – we operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- Whistleblowing – our whistleblowing policy ensures that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisal.
- Health and Safety – this policy sets out our approach to ensure we provide a healthy working environment for our staff and contractors that work out of our premises.

Our supply chains

Our supply chains are based in the UK. They include suppliers of:

- Materials (office supplies and equipment)
- Sub-contracted services (graphic design, video production, website hosting and development)
- Indirect services (accountancy and IT support),

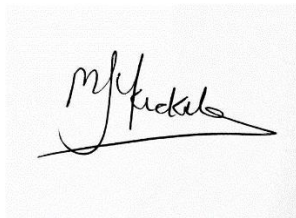
We conduct due diligence on all suppliers where it is appropriate. This includes assessing regulatory licences and certificates, compliance with such regulatory bodies and financial stability checks.

Further steps

We intend to take the following further steps to combat slavery and human trafficking:

1. Ensure anti-slavery and human trafficking obligations are included in our subcontracting arrangements
2. Include appropriate measures in our due diligence processes for sourcing suppliers
3. Provide training to relevant employees to ensure a high level understanding of the risks of modern slavery and human trafficking
4. Where appropriate, we will include reference the Modern Slavery Act 2015 in our policies and procedures.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement. It will be reviewed annually and updated as required.

A handwritten signature in black ink, appearing to read 'm youdale', with a long horizontal flourish extending to the right.

Matt Youdale,
Director, Arch Communications
September 2023