

# Modern Slavery and Human Trafficking Statement

Infinigate Group  
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**Approved by** Klaus Schlichtherle

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## Classification:

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# Table of Contents

- 1 Introduction ..... 3
- 2 Due Diligence..... 3
- 3 Performance indicators ..... 4
- 4 Training ..... 4
- 5 Relevant policies ..... 4

# 1 Introduction

At Infinigate we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery, human trafficking and child labor in our operation and supply chain. We have taken robust steps to tackle modern slavery, as outlined in our statement. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking during the financial year 1st April 2022 to 31 March 2023.

## Our Business

Infinigate is Europe's most important IT Value Added Distributor that provides services and solutions to enable the channel and vendor community to deliver exceptional business value to customers, enabling a new standard of channel success.

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

This statement encompasses Infinigate Holding AG and all its subsidiary entities ("Infinigate" or "Company") has taken and will continue to take to ensure that no form of modern slavery or human trafficking is exercised in connection with our business.

## 2 Due Diligence

We undertake due diligence when considering taking on new suppliers, and regularly review our existing suppliers. Our due diligence and reviews include :

- During onboarding, our suppliers are required to sign the Supplier Code of Conduct or provide evidence that they have implemented their own Code of Conduct with similar or stricter scope. We will also strive to ensure that slavery and human trafficking is not taking place within any of our supply chain business partners and will not tolerate such activities either within the supply chain or within any part of Infinigate' business.
- We insist, in our agreements, that our suppliers comply with local laws. In addition, we have updated our standard contractual terms to include obligations on our suppliers to comply with our position regarding anti-slavery, human trafficking and child labour. We build long-standing relationships with local suppliers and make clear our expectations of business behaviours.
- We perform checks on all material suppliers to ensure their compliance with local law and our Supplier Code of Conduct. If we source labour services, we always pay above the stipulated minimum wages.

## 3 Performance indicators

We use the following key performance indicators to help us sustain our efforts and measure the effectiveness of the steps undertaken to remove modern slavery and human trafficking from our supply chains:

- Working with our suppliers to acknowledge and socialize the Supplier Code of Conduct
- Periodic assessments by our internal team and, based on its result, along with remedial action.

Reviewing issues raised through our grievance redressal mechanisms and initiating corrective action. We will continue to identify ways to improve employee and supplier awareness of Infinigate commitment to respect human rights and efforts to prevent modern slavery and human trafficking.

## 4 Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains, we are providing a training module to create awareness on modern slavery and human trafficking to all our employees.

## 5 Relevant policies

Infinigate does align its ESG policy with the Ten Principles of the UN Global Compact, and we uphold these principles in our business and in the wider supply chain. All our policies are available on our website [www.inifigate.com/ESG](http://www.inifigate.com/ESG)

**Infinigate code of conduct and ethics** - which is the foundation of our Compliance and Integrity Program, sets forth our core values, shared responsibilities, global commitments and promises. The Code expresses Infinigate' commitment to conducting business ethically. Our values are the ethical backbone of the Code.

**Infinigate Supplier code of conduct** - describes the expectations that we have of our suppliers, including on forced labour, discrimination-free workplace, wages and benefits, ethical dealings.

**Whistleblowing policy** - We encourage all our workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, our organisation. We have systems in place to encourage the reporting of concerns and the protection of whistle-blowers. Incidents can be securely reported here:

<https://whistleblowersoftware.com/secure/inifigate>.

This Modern Slavery Act Disclosure Statement is subject to annual review and approval by the Infinigate Board of Directors, or sooner in response to significant changes in Infinigate's business practices or applicable law and regulations.

Approved by Klaus Schlichtherle, CEO

1st April 2023